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**U.S. Army Research Institute  
for the Behavioral and Social Sciences**

**Research Report 1548**

**The 1989 ARI Recruit Experience  
Tracking Survey:  
Technical Manual/Codebook**

**Michael E. Benedict**  
U.S. Army Research Institute

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**February 1990**

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**Research Report 1548**

# **The 1989 ARI Recruit Experience Tracking Survey: Technical Manual/Codebook**

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## FOREWORD

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The 1989 Army Research Institute for the Behavioral and Social Sciences (ARI) Recruit Experience Tracking Survey (RETS) is the first longitudinal survey to question soldiers at their duty assignments who originally participated in the Army's New Recruit Surveys (NRS) during in-processing at Army reception battalions. Complementing the original NRS information sources are questions that focus on satisfaction with job skills training, importance of Army experience, potential influence on the recruiting market, reenlistment intentions, educational activities, and other information related to the Army experience.

The New Recruit Surveys were originally developed to provide answers to questions concerning the enlistment motivations and demographic characteristics of incoming U.S. Army recruits. New Recruit Surveys of 1982 and 1983 were conducted at the request of the U.S. Army Deputy Chief of Staff for Personnel. Sponsorship of the 1984, 1985, and 1986 surveys was assumed by the U.S. Army Recruiting Command (USAREC), with the continuing interest of the Office of the Deputy Chief of Staff for Personnel. An ARI research and development effort, the New Recruit Surveys were delivered to USAREC in 1987. USAREC has assumed operational control of the surveys from 1987 to the present.

ARI's participation in this effort is part of an ongoing research program designed to enhance the quality of Army personnel. This work is an essential part of the mission of ARI's Manpower and Personnel Policy Research Group (MPPRG) to conduct research to improve the Army's ability to effectively and efficiently recruit its personnel. RETS was sponsored by the U.S. Army Recruiting Command, the U.S. Army Reserve Officer Training Corps Cadet Command, and the Office of the Director of Military Manpower Management.

Results of the RETS survey have been provided to the Deputy Chief of Staff for Personnel (on 31 August 1989) and the Commander, U.S. Army Recruiting Command (on 7 December 1989).



EDGAR M. JOHNSON  
Technical Director

## EXECUTIVE SUMMARY

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### Requirement:

To obtain information concerning the enlistment and reenlistment motivations, attitudes, knowledge, and demographic characteristics of U.S. Army soldiers at the time of initial entry into active duty and after assignment to their permanent duty stations.

### Procedures:

The 1989 ARI Recruit Experience Tracking Survey (RETS) is the eighth in a series of survey research projects administered directly by ARI. The 1989 survey retains some of the same item content as presented to respondents in the 1986 and 1987 New Recruit Surveys while incorporating new questions on U.S. Army soldiers' awareness of reenlistment incentives and advertising; awareness, interest, and participation in educational programs; intentions to use U.S. Army training to obtain future civilian job opportunities; general satisfaction with the Army and specific satisfaction with skills training; and potential influences on the civilian recruiting market.

The RETS data collection was conducted worldwide by surveys mailed to soldiers' duty assignment locations during April, May, and June of 1989. All soldiers who completed the 1986 and 1987 New Recruit Surveys and who were still on active duty on 26 March 1989 were mailed RETS survey booklets.

Survey forms were registered as they were received at the contractor's site. Survey booklets were optically scanned and subjected to a post-edit programming process in which data accuracy was assured through manual verification of all write-in response items as well as investigations of light-mark reading errors for "Mark all that apply" questions. A technical manual/codebook and descriptive statistics volume were produced.

### Findings:

A total of 11,130 U.S. Army soldiers were mailed the 1989 ARI Recruit Experience Tracking Survey. Based on U.S. Army military personnel records, 3,583 NRS respondents were no longer on active duty at the time the addresses were obtained and 24 had no releasable addresses. The sampling plan utilized for the original 1986 and 1987 New Recruit Surveys imposes certain restrictions on the generalizability of RETS data to the overall 1986 and 1987 fiscal year U.S. Army accessions population. However, the survey research process was successful in collecting and providing current information related to U.S. Army soldiers.

## Utilization of Findings:

The 1989 ARI Recruit Experience Tracking Survey and the New Recruit Surveys continue to provide information to U.S. Army policymakers and personnel planners about the quantity and quality of U.S. Army accessions. Specifically, information obtained from these soldiers about their enlistment motivations, awareness and knowledge of reenlistment incentives, and satisfaction with job skills augments the available information on enlistment and reenlistment trends. Awareness of such trends is an integral part of the process of preparing to meeting the U.S. Army's projected human resource requirements. Data and information from the 1989 RETS and 1986 and 1987 New Recruit Surveys have been and will continue to be used for these purposes, as well as providing assessment information to maximize the effects of U.S. Army advertising.

# THE 1989 ARI RECRUIT EXPERIENCE TRACKING SURVEY: TECHNICAL MANUAL/CODEBOOK

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## Introduction

This combination technical manual/codebook is provided as a source of background documentation for current and potential user's of the data collected through the 1989 U.S. Army Research Institute's Recruit Experience Tracking Survey (RETS). This section examines the background history of the 1989 RETS and the 1986-1987 New Recruit Surveys (NRS), describes documents produced within the domain of these survey research projects, and reviews the organization of this manual. The remaining report sections include the (1) development and content of the optically-scannable survey instrument, (2) administration implementation procedures, (3) development of the survey database, and (4) composition of the survey codebook.

### NRS Projects Background

The Army Research Institute's (ARI) New Recruit Surveys became an important source of information to U.S. Army policy makers and planners. Originally developed by ARI in 1982 under a commission by the Deputy Chief of Staff for Personnel, a series of seven NRS research projects investigated new U.S. Army recruits. New Recruit Surveys conducted by ARI include: (1) Summer, 1982; (2) Summer, 1983; (3) Winter, 1983; (4) Summer, 1984; (5) Winter, 1984; (6) Summer, 1985; and, (7) Summer, 1986.

A research and development effort of ARI, NRS was officially delivered to the U.S. Army Recruiting Command as an operational instrument after the 1986 survey administrations. Starting in June of 1987, the USAREC NRS began year-round administrations with reports generated on a trimester basis. The surveys continue to measure enlistment motivations, attitudes, knowledge, and personal characteristics of new recruits at the time of their initial entry into the U.S. Army. The ability to track changes in new recruit characteristics over time, as well as to provide an opportunity for the collection of new, policy-relevant information during each survey administration has provided an impetus for continuing the survey efforts.

Although the sponsorship and specific question content has changed across time, the basic charter for these field research surveys has remained unchanged:

- Determine who is enlisting in the U.S. Army and why.
- Determine how to target recruiting resources to attract high quality recruits.
- Determine why recent recruits joined and their propensity to remain in the service.
- Determine which recruiting and advertising practices are proving the most effective and why.

In addition to addressing these specific objectives, the survey efforts have expanded the availability of research data by which U.S. Army enlistment and reenlistment decision processes can be modeled.

#### 1989 ARI Recruit Experience Tracking Survey

The 1989 ARI Recruit Experience Tracking Survey is the first attempt to locate and resurvey those soldiers whose responses were collected during the New Recruit Survey administrations. The concept of a RETS project existed early in the life of NRS. With so much information available about recruits' reasons for enlisting, attitudes, and other personal characteristics, a follow-up survey provides the opportunity to investigate changes in attitudes, career plans, and satisfaction that occurred during their Army experience.

The content of RETS was determined through a series of sponsorship requests sent to the U.S. Army Recruiting Command, the Office of the Director of Military Personnel Management, and the U.S. Army Reserve Officer Training Corps Cadet Command. Questionnaire items were submitted to ARI from each of these sponsors for inclusion in the survey. Approximately 62% of the survey is devoted to enlistment and reenlistment content and the remainder focuses primarily on advertising and marketing issues.

#### 1986 and 1987 New Recruit Surveys Documentation

A series of reports were produced to document the methodology, survey research data, and research results for the 1986 and 1987 New Recruit Surveys. A technical manual is available for each year that concentrates on the survey planning framework and documentation of interest to data users and anyone who may be planning a similar field survey research project. As the 1987 USAREC NRS was documented on a trimester basis, there are both annual and trimester versions of all documentation. For RETS purposes, only the annual versions are reported here, however the interested reader will find all documentation listed in the Reference section of this report. The 1986 and 1987 annual technical manual volumes are:

Benedict, M. E. (1987, April). The 1986 ARI Survey of U.S. Army Recruits: Technical Manual (Technical Report 735; AD A182 738). Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.

Data Recognition Corporation. (1988, June). The 1987 USAREC Survey of U.S. Army Recruits: Technical Manual, Yearly Report (Contract No. DAKF15-87-C-0085). Ft. Sheridan, IL: U.S. Army Recruiting Command.

A codebook volume for active Army respondents is available for each year that documents the New Recruit Survey data files. These volumes provide sources of information crucial to the proper analysis of the New Recruit Surveys data. Included in the content of these volumes are: (1) physical locations and labels for all survey variables, (2) frequency distributions for each survey variable, (3) information concerning the capture of data for

variables derived from military record files, (4) crosswalks between forms of the 1986 and 1987 surveys, (5) item history information documenting changes in wording and coding among survey years, and (6) discussions of how to use and interpret the information contained in each codebook. The 1986 and 1987 annual codebook volumes are:

Benedict, M. E., Elig, T. W., & Kopischke, D. W. (1987, April). The 1986 ARI Survey of U.S. Army Recruits: Codebook for active Army survey respondents (Research Product 87-08; AD A182 936). Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.

Data Recognition Corporation. (1988, June). The 1987 USAREC Survey of U.S. Army Recruits: Codebook for active Army survey respondents, yearly report (Contract No. DAKF15-87-C-0085). Ft. Sheridan, IL: U.S. Army Recruiting Command.

Preliminary results for 1986 and 1987 New Recruit Surveys items are reported in individual cross-tabulation volumes for selected recruit respondent populations by demographic and service-related variables. These annual tabulation volumes are:

Benedict, M. E., Elig, T. W., & LaBatte, J. A. (1987, April). The 1986 ARI Survey of U.S. Army Recruits: Tabular description of NPS (active) Army accessions, volume 1 (Research Product 87-12; AD A182 698). Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.

Benedict, M. E., Elig, T. W., & LaBatte, J. A. (1987, April). The 1986 ARI Survey of U.S. Army Recruits: Tabular description of NPS (active) Army accessions, volume 2 (Research Product 87-13; AD A182 921). Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.

Data Recognition Corporation. (1988, June). The 1987 USAREC Survey of U.S. Army Recruits: Tabular description of NPS (active) Army accessions, volume 1, yearly report (Contract No. DAKF15-87-C-0085). Ft. Sheridan, IL: U.S. Army Recruiting Command.

Data Recognition Corporation. (1988, June). The 1987 USAREC Survey of U.S. Army Recruits: Tabular description of NPS (active) Army accessions, volume 2, yearly report (Contract No. DAKF15-87-C-0085). Ft. Sheridan, IL: U.S. Army Recruiting Command.

#### Organization of the Technical Manual/Codebook

This technical manual/codebook is organized into five (5) sections and Appendixes. The first section has introduced the manual into the context of the entire series of report volumes produced to document the 1986 and 1987 New Recruit Surveys. The structure of the report has also been discussed. The second section summarizes the development of the Recruit Experience Tracking Survey instrument and its content. The third section describes the administration of the survey. Survey coverage, administration results, and sample representativeness are discussed in this section. The fourth section

provides an overview of the survey database development. A summary of the data capture procedures, file construction protocol, data verification, and survey variable construction procedures is included in this section. The fifth section discusses the composition of the survey codebook. Coding conventions, explanations of codebook pages, and the logic for developing survey variables are contained in this section.

The Appendixes contained in this Technical Manual include: (1) a codebook index by survey question number including Statistical Analysis System (SAS) variable names and 40-character labels (Appendix A); (2) an example and explanation of a codebook page (Appendix B); (3) the 1989 RETS codebook (Appendix C); and, (4) a copy of the RETS survey booklet (Appendix D), and copies of the letters mailed during each wave of RETS mailings (Appendix E).

This RETS document addresses only those elements that were unique to the longitudinal survey research effort. Data analysts and interested readers who are directed to the original NRS documentation for explanations of NRS content, variable creation, crossing variable development for tabulation purposes, item histories across NRS administrations, and other technical information needed to analyze NRS and matched Operational Reporting Master File data.

#### RETS Data Availability

The RETS project resulted in a variety of data available for each survey respondent. The following data sources exist for all respondents:

1. RETS OS Dataset (IBM Compatible);
2. RETS Statistical Analysis System (SAS) dataset;
3. RETS Question #11 Verbatim Response file;
4. NRS 86/87 Matched SAS datasets;
5. Operational Reporting Master File Matched data files;
6. Enlisted Master File Matched data; and,
7. Loss File Matched data.

### Survey Instrument Development and Content

#### Background

The 1989 ARI Recruit Experience Tacking Survey data were collected using an optically scannable survey booklet. The use of such a booklet in the collection of survey-related information requires that the process of survey design and layout be approached with great care and patience. The design, layout, typesetting, keylining, and printing is accomplished using methods familiar to persons in the printing industry. Additional requirements that

are unique to Optical Mark Recognition (OMR) scanning systems preclude the use of instant print or offset print shops that are commonly used to produce standard office forms. The process by which the survey content was developed and transformed into optically scannable booklets is presented in the following sections.

### Survey Content Development

The development of the survey questionnaire content involved a three-stage review and approval process. The procedures in these stages included:

1. Researchers at ARI reviewed the questionnaire contents used in the 1986 and 1987 New Recruit Surveys for clarity, necessity of content to support ongoing in-house research efforts, and the accuracy of content for use in a longitudinal questionnaire in order to construct a preliminary 1989 RETS item bank. Previously used questionnaire items were rewritten as necessary to improve their readability, response availability, and accuracy. New items were included in the item bank to meet the needs of existing and anticipated research programs.

2. The item bank developed by ARI was then forwarded to potential 1989 RETS sponsors (U.S. Army Recruiting Command; Office of the Deputy Chief of Staff for Personnel; U.S. Army Reserve Officer Training Corps Cadet Command; and, U.S. Army Soldier Support Center-National Capital Region) for their review and addition of question content to support their specific research need. Proposers of questionnaire items were asked to support the need of each item requested by indicating data use, research need, supervisory approval, and the data recipient who was to be contacted for delivery of databases.

3. Based on sponsor needs, a final item bank was assembled and provided for review and approval. This item bank was then transmitted to Data Recognition Corporation for their use in developing the survey questionnaire booklets.

### Instrument Development

The 1989 ARI Recruit Experience Tracking Survey used survey booklets that were designed and printed for use on OMR scanners. The item bank for the 1989 survey was provided to Data Recognition Corporation by ARI in rough draft form for review.

A rough pencil mock-up was produced by a DRC forms development specialist for archival use. Opinions about the survey format, the effectiveness of the survey format in actual data collection, and the approximate costs of designing, printing, scanning and editing the survey data were provided. ARI personnel then made the final decisions as to the actual items to be used, the exact wording of items, the order of presentation of survey items, skip pattern placement, write-in item blank space, and follow-up decisions regarding survey content.

After the individual 11" X 17" pages were printed, they were collated into booklets, saddle stitched by machine, and folded into 8 1/2" X 11" booklets for packaging and shipment to the DRC warehouse. A copy of the 1989 ARI Recruit Experience Tracking Survey is provided in Appendix D.

### Survey Administration Implementation

#### Sample

The 1989 ARI Recruit Experience Tracking Survey sample consisted of soldiers who were administered the 1986 and 1987 New Recruit Surveys. It was expected that a number of the original NRS respondents would have attrited from the Army since June, 1986, so the sample definition included all non-prior service NRS soldiers whose military personnel records indicated they were on active duty on 26 March 1989.

The 1986 ARI New Recruit Survey sampling plan was devised both to conform with previous NRS sampling frames and to permit the most economical and efficient use of field administrator and reception battalion personnel. Maintaining comparability with previous NRS surveys allowed for a 12-week sampling period. This provided the logical allocation and scheduling of each primary sampling unit (Reception Battalion) during three four-week time periods. The most appropriate sampling plan was used, a Latin square experimental design, and each Reception Battalion location was randomly assigned to a sampling week during each of the three four-week time periods.

The 1987 USAREC New Recruit Survey sampling plan was devised to collect data from the eight reception battalion locations once each trimester, starting in June of each year. Sampling plans for both NRS can be found in their respective technical manuals.

#### Administrative Coverage

The 1989 RETS population included only non-prior service Regular U.S. Army soldiers whose military personnel files contained a valid duty location address. Of 14,737 New Recruit Surveys respondents, 11,154 were found on the Enlisted Master File. Of these soldiers, 24 were found to have no usable unit identifying information. A combined sample of 11,130 soldiers were mailed the survey during the months of April, May, and June, 1989. Table 1 contains the duty location distribution of surveys.

#### Administration Response Rates

The 1989 RETS mailings were carried out by contractor personnel. The mailing process consisted of a 5-wave design with the following documents signed by the Director of Military Personnel Management (copies of these documents are found in Appendix E):

1. An initial contact letter describing the survey project;

2. A survey booklet with transmittal letter (and enclosed business reply mail return envelope;
3. A follow-up letter requesting surveys be returned;
4. A second survey mailing to all non-responders with transmittal letter; and,
5. A thank you letter to all responders with information for obtaining copies of the survey results.

Table 1  
Administration Distribution of 1989 RETS

Location	Surveys Mailed	Sample Percentage
CONUS	6882	61.9
APO New York	3422	30.7
APO San Francisco	545	4.9
APO Miami	281	2.5
Totals	11,130	100.0

The 1989 RETS response rates are presented for each duty assignment location in Table 2.

Table 2  
1989 Recruit Experience Tracking Survey Response Rates

Duty Location	Surveys Returned	Response Rate
CONUS	2,673	39%
APO New York	1,283	38%
APO San Francisco	235	43%
APO Miami	65	23%
Total		38%

Soldiers who were not surveyed during the scheduled administration weeks included (a) 1,298 undeliverable surveys mailing. A cut-off date for



receiving completed survey booklets was established as 31 July 1989. A total of 156 surveys were received after the cut-off and are not included in the sample. The reason for all remaining non-response is unknown.

#### Survey Representativeness

The 1989 ARI Recruit Experience Tracking Survey sample ensures the utility of the collected data for evaluative and descriptive purposes. Caution should be employed by analysts of these data due to certain limitations of generalizability resulting from the sampling frame and the universe from which each of the NRS administrations sample. The combination of sampling techniques may limit both NRS and RETS generalizability to the total population of 1986 and 1987 fiscal year accessions. However, an examination of Tables 3 and 4 suggests that the RETS respondents are not atypical of the New Recruit Survey samples. Yearly comparisons of NRS 86 and NRS 87 respondents to total Army accessions have shown good representation of all mental categories and gender.

Table 3

Active Army (NPS) AFQT Distribution Comparisons  
for NRS and RETS Respondents and the RETS Sample Frame

Test Category	NRS 87	NRS 87	RETS Sample	RETS Sample Frame
1	3.6%	7.9%	6.8%	5.3%
2	34.1%	32.7%	36.9%	32.8%
3A	27.0%	27.2%	26.8%	26.8%
3B	33.2%	26.4%	26.5%	31.3%
4	2.2%	2.9%	2.2%	2.7%
Sample Size	7,988	7,005	4,256	11,154

Gender characteristics of the sample. The 1986 NRS administration encountered an unusual difficulty in sampling female recruits. Three reception battalion locations processed females during the administration period. Two of these locations experienced barracks overflow and speeded up the processing schedules for female recruits. As a result, entire platoons of female recruits were shipped to their basic training companies before the administrators were informed. In 1987 adjustments were made to increase the number of female recruits surveyed. Table 4 compares the proportions of male and female respondents for each survey group.

Table 4

Active Army (NPS) Gender Distribution Comparisons  
for NRS and RETS Respondents and the RETS Sample Frame

Gender	NRS 86	NRS 87	RETS Sample	RETS Sample Frame
Male	92.8%	87.9%	89.4%	91.0%
Female	7.2%	12.1%	10.6%	9.0%
Sample Size	7,967	6,938	4,256	11,154

#### Data Quality Indications

Overall, the quality of the Recruit Experience Tracking Survey data is quite high. This is evidenced by the respondents' execution of skip-pattern survey items as well as by rather low missing data rates and multiple responses error. The majority of questionnaire items have fewer than 2% missing values. The lowest incidence of missing values is .1%. Those items dealing with reenlistment incentives and ROTC awareness are among the highest non-response questions.

Responses to skip-pattern items are generally good indicators of respondent interest and understanding of survey questionnaire instructions. For the three RETS skip pattern items, few soldiers failed to correctly navigate the questions. The percentage of errors among these items were less than a one-tenth of a percent.

Multiple-response error rates are also very low for the RETS survey. Multiple-response errors were recorded for no more than 6 respondents on any RETS questionnaire item. Respondents appear to have completed the questionnaire in a careful fashion, responding to the majority of questions contained in the survey booklet.

#### Database Development

##### Data Control

All completed 1989 ARI Recruit Experience Tracking booklets were delivered weekly to the Data Recognition Corporation's facilities in Minnetonka, Minnesota for storage, preparation, and security control. Upon delivery by the U.S. Postal Service, DRC personnel unpackaged and recorded (by survey lithocode) each booklet received from individual respondents.

The RETS survey booklets were stored as complete booklets on moveable carts. In preparation for the optical scanning process, the stapled spine of each booklet was removed and discarded.

#### Optical Mark Reading Scanner Programming

The DRC programming staff examined the original survey booklets, identifying the data points (circles) on each survey page and the order of occurrence within logical survey items. Data values were then assigned to each of the data points and the process of writing a program to look for marks in the selected data point locations commenced. In the ideal case, the scanning contractor and the sponsor should work together in assigning values to each of the items. For the best possible results, values were assigned during the questionnaire design phase. This insured that ambiguities on skip patterns and interpretations of responses were clarified by improving the layout of the questionnaire.

Once the program had been coded, a series of booklets were marked with special pens in order to verify that all individual data points and all possible combinations of data points could be accurately scanned and correctly translated into electronic format. After the accuracy of the item resolution had been established, the programmer added the code necessary to edit the contents of the survey. Specialized assembly language routines were used to deal with the reliability of the optical scanner in order to produce consistent results regardless of the quality of the pencil marks made by in the booklets by the survey respondents. The general concept of editing is that the overall reliability of the scanner is reduced when respondents have done a poor job of marking documents. The editing routines established the relative reliability of the scanning process by ascertaining the marking patterns used by individual respondents throughout their surveys.

After the document reliability programs had been customized to the RETS, a series of actual surveys were scanned and the data examined in detail. Editing specifications were examined in light of the actual survey responses to determine whether the specifications held true. Specifications were then changed and reevaluated on the same data and a second set of actual surveys to check for validity.

#### Optical Scanning and Verification

All forms of the RETS booklets were subjected to optical mark scanning and data reduction using a National Computer Systems Century Model 70 scanner. Damaged forms, misprinted optical mark coding identification information, and page size discrepancies automatically suspended processing until operators manually identified and corrected the problem.

During the scanning process, each completed survey booklet was uniquely identified by an identification number printed on the margin or edge of each page. These identification numbers allow for retrieval during post-editing or for examination of individual cases at any time.

## Data Post-Edit Procedures

All 1989 ARI Recruit Experience Tracking Survey booklets were subjected to a specialized editing program that was developed by DRC that transmitted to the quality assurance editing staff those surveys which were identified as having unreliable responses based on the ARI and DRC specifications. Those surveys were then subjected to a visual audit, comparing scanned results to the actual responses recorded on the survey booklet.

The decision of whether or not to physically examine a particular survey booklet was based on a number of selection criteria, none of which by itself was sufficient to cause a visual audit. These routines have been developed over the past 10 years and reflect the accumulated experience of the DRC staff. The information, methodology, and techniques used in the concurrent editing and scanning process are considered to be proprietary. Differences were resolved by the items in question being corrected to match the actual response.

Multiple-response items. Each 1989 RETS booklet contained three questions that asked soldiers to "Mark all that apply". These multiple response items present a particularly difficult problem in the scanning process. Optical mark scanners normally differentiate between four darkness levels of marks made on booklets and select the darkest as a valid response. Lighter shadings due to erasures, paper opacity, and stray marks are ignored for those survey items that require only one choice. In the multiple-response item, such shading differences could have occurred due to a valid mark that was merely recorded with light pencil pressure. Thus, these items required visual verification to ensure that all valid responses were recorded by the scanners.

Skip-pattern items. The use of skip-patterns within a survey allows respondents to concentrate on only those questions that pertain to their characteristics and background. The 1989 Recruit Experience Tracking Survey contained only three such items designed to direct respondents to applicable questionnaire items. Frequencies reported in the codebook include a specific question response category that accounted for skip-pattern response (e.g., Did not participate in BSEP; Valid Skip) to account for all survey respondents.

## Database Construction

Two databases with different file formats were created for the 1989 ARI Recruit Experience Tracking Survey. The first database, created in operating system (OS) format conforms to standard IBM file and data structure layout and is compatible for use with most standard operating systems. The majority of variables are arranged in the same sequence as they were encountered by the respondents as they read the survey, preceded by identifying and control

information. Variables that were created from Army Personnel records and those variables required to generate cross-tabulations for documentation purposes have been appended to the original survey data elements.

A second database was constructed to conform to Statistical Analysis System (SAS) software requirements. Although the file layout for this database is identical to that of the OS database, extensive labeling and formatting options were exercised that simplify data analyses and more accurately document the output of research data processing.

Missing value codes. The following missing value codes are used to signify the occurrence of specific data conditions in the SAS dataset:

"."                      No Response/Missing on MEPRS/REQUEST (ORMF)

This code for numeric data (or the "Z" for character data) is used to signify that no response was made to a particular survey item or when used in conjunction with an Operational Reporting Master File (ORMF) variable the code signifies that a data field was blank for a particular respondent.

"A"                      Multiple Response Error

This code for numeric data (or the "X" for character data) signifies the presence of more than one response to an item that requested only a single choice.

"C"                      Valid Skip

This code for numeric data (or the " " (blank) for character data) signifies those respondents who were instructed to skip over certain questions, and who correctly followed the instruction.

"G"                      No Match on MEPRS/REQUEST (ORMF)

This code for numeric data (or the "" for character data) signified that particular respondents could not be matched to the ORMF files.

"L"                      Invalid Skip

This code signified that a respondent's choice on a skip pattern question should have resulted in his/her skipping to another question but the individual actually responded to an item within a skip pattern. For example, a respondent who reported not participating in the Basic Skills Education program (BSEP) should not have answered any questions about the effects of the program. If the respondent marked a program effect a code of "L" would be assigned to the "Skip" item on whether or not they participated in BSEP. Note that the responses on effects of BSEP would be recorded as marked and not set to a missing value.

"M"                      Implied Continuation

This code signified that a respondent failed to respond to a skip pattern selection question but answered items within the pattern. Therefore,

respondents who did indicate if they did, did not, or didn't know if they participated in BSEP and then answered effects of BSEP items would be assigned an "M" in skip item field.

The two separate types of databases developed for the 1986 NRS do not contain identical missing value data codes. Table 5 compares the missing value codes for each database version.

Table 5  
Comparison of 1989 RETS SAS and OS Database Codes

<u>Missing Value Codes</u>		
<u>Missing Value Code</u>		<u>Description</u>
<u>SAS</u> <u>Numeric</u>	<u>OS</u> <u>Numeric</u>	
.	-9	No Response
A	-8	Multiple Response
C	-6	Valid Skip
G	-3	No Match on ORMF
L	-4	Invalid Skip
M	-2	Implied Continuation

#### RETS Codebook Composition

The 1989 ARI Recruit Experience Tracking Survey codebook documents all survey variables: (a) self-reported, (b) derived from Operations Reporting Master File (ORMF) data, (c) especially created or recoded for tabulation volume production, and (d) editing/data control variables. The codebook also provides frequency distributions of response categories for each item by SAS dataset response codes.

The codebook also contains the physical file location of each survey variable on the "OS" formatted IBM-compatible database tape deliverable as well as the file location on the "SAS" formatted database tape deliverable. When the exact or similar variable was present in the 1986 or 1987 NRS, a statement to that effect is printed on the codebook page. Data analysts should consult the original NRS documentation to ascertain the scope of differences.

## Presentation of Variables in Codebook

In keeping with the codebook design for the 1986 and 1987 NRS, the 1989 RETS survey variables appear in the codebook in exactly the same order as they appeared in the questionnaire. The first few variables represent survey control information. These variables are followed by survey self-report items (original and recoded), ORMF-derived variables and crossing variables used in the creation of the descriptive statistics volume.

## Variable Naming Conventions

All RETS survey variables contained in the questionnaire that collected respondent data are coded in order of appearance in the survey booklet starting with R001 and ending with R126.

Survey data control and survey demographic variables were assigned alphabetic names. For example, the identification number automatically assigned to each respondent's survey booklet by the Data Recognition Corporation scanner is named "DRCID", respondent gender is named "GENDER", and the ORMF derived variable that indicates whether the recruit enlisted before or after the Army College Fund and Cash Enlistment Bonus options were de-linked is named "LINK".

## Non-survey Variable Inclusion and Development Criteria

The following sections describe those variables that did not appear in the 1986 New Recruit Survey booklets yet are included in both the OS and SAS databases. Several types of non-survey specific variables are identifiable.

Administrative variables. The 1989 RETS was self-administered and returned to the scanning contractor by business reply mail. To record who actually participated in the survey and to avoid including respondents in the second survey mailing, respondents were identified by a numerical lithocode printed on the survey booklets.

To ensure the confidentiality of RETS respondents, a special RETSID variable was created on all RETS data file deliverables. RETSID consists of a nine digit number that represents both the original New Recruit Survey administration time period and the original DRCID recorded at the time the NRS surveys were scanned. RETSID may be interpreted as:

Positions 1 - 2: 60 = 1986 NRS; Jun 86 - Aug 86 Administrations  
71 = 1987 NRS; Jun 87 - Aug 87 Administrations  
72 = 1987 NRS; Sep 87 - Dec 87 Administrations  
73 = 1987 NRS; Jan 88 - May 88 Administrations

Positions 3 - 9 Data Recognition Control Number

Categorical survey variables. One (1) survey question was categorically coded for presentation in the codebook and descriptive statistics volume. RETS Question #11 asked respondents to provide a written response to "If you were asked by a prospective employer what attitudes, experiences and skills you acquired in the Army would be of value to the employer, what would you say?" 3,219 soldiers provided answers to the question encompassing a wide range of personal beliefs and comments. The written responses were all read and recorded by a data coding analyst and then assigned 16 common categories that best represented the majority of written comments. As respondents could write multiple examples or comments, the survey question was treated as a "Mark All" item, assigning each category a variable name and coding these variables as either "not mentioned" or "mentioned".

ORMF derived variables. Twelve (12) variables are included on the RETS databases that were originally derived from MEPRS/REQUEST data fields on the ORMF for inclusion on the 1986 and 1987 NRS databases. These variables were used to produce crossing variables for the descriptive statistics volume. Complete explanations and detailed variable coding information for each of these variables may be found in the NRS technical manuals. Interested readers and data analysts are directed to these documents for additional information.

#### Example of a 1989 RETS Codebook Page

Appendix B provides an example of the presentation of a 1989 RETS survey item. The illustration is explained and references to page elements are provided in the text that follows.

Variable labels. The 1989 RETS codebook includes statements of each of the actual survey questionnaire items that conform closely to the exact wording used in the survey booklets. Only a few of the codebook statements do not conform exactly to the original survey wording and in those cases analysts can refer to the actual survey instrument contained in Appendix D of this manual.

Descriptive variable information. Information is provided in the 1989 codebook that is specific to each survey variable. Each variable has codebook entries that (a) direct the user to the variable's file location in both the OS and SAS datasets, (b) list the response alternatives and corresponding SAS values, and (c) provide counts and percentages of responses for each value.

Page annotations. Some codebook pages have been annotated with information of interest to analysts and other users of the 1989 RETS datasets. Pages have been annotated to provide (a) indications of those response distributions that were too lengthy to be presented in codebook tables, (b) warnings when percentile totals do not sum to 100% due to rounding errors within the individual cells, and (c) indications of which items are similar to previously used 1986 and 1987 New Recruit Survey items.



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# APPENDIX A

## CODEBOOK INDEX BY QUESTION NUMBER

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	XTCAT	X-ING VAR:TEST CAT (1980 YOUTH REVISED)	C-156
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# APPENDIX B

## Example of a Codebook Page

①  
R001

②  
- BASED ON WHAT YOU KNOW NOW, HOW SATISFIED ARE YOU WITH  
ARMY LIFE?

RAW DATA		SAS DATASET POSITION
COLS	LENGTH	
0023-0024	2	4

⑤ FREQ	⑥ PERCENT	⑦ VALUE	⑧ MEANING
114	2.7	.	NO RESPONSE
5	.1	A	MULTIPLE RESPONSE ERROR
111	2.6	1	VERY SATISFIED
567	13.3	2	
857	20.1	3	
1005	23.6	4	
758	17.8	5	
489	11.5	6	
350	8.2	7	
4256	99.9	TOTALS	

⑨      ⑨

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is similar to T001 in New Recruit Surveys.

⑩	LOCATION IN SURVEY
	Q001

⑪  
C-2

## Codebook Page Interpretation Key

1. Variable Name.
2. Statement of survey item. In some instances, item wording has been modified to be more interpretable as a stand alone item on a codebook page. See the actual survey instrument for exact wording of items. A character label is provided for those variables that are not survey questions.
3. Description of location (i.e., column number and length) of survey variable on the OS data file.
4. Position of the variable on the Statistical Analysis System (SAS) dataset.
5. Counts of responses across response values.
6. Percentage of total responses represented by each response value.
7. Actual SAS response codes.
8. Explanation of the response value codes. Special codes were used to denote various types of missing values: Derived values (i.e., ".", "A", "C", "G", "L", and "M") were developed to denote missing values, multiple response errors, valid skips, no-match with ORMF records, invalid skips, and implied continuations.
9. Total of response frequencies and percentages.
10. Location of survey item in RETS survey booklet.
11. Codebook page number.



APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

RETSID - RETS ID NUMBER

RAW DATA		SAS DATASET POSITION
COLS	LENGTH	
0001-0009	9	1

RETSID MAY BE INTERPRETED AS:

COL 1-2: 60 = 1986 NRS (JUNE 1986)  
 71 = TRIMESTER 1 1987 NRS  
 (JULY 6 - AUGUST 21, 1987)  
 72 = TRIMESTER 2 1987 NRS  
 (AUGUST 31 - NOVEMBER 13, 1987)  
 73 = TRIMESTER 3 1987 NRS  
 (JANUARY 11 - MAY 27, 1988)

COL 3-9: DATA RECOGNITION CONTROL NUMBER

THIS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS  
 FOR FREQUENCY REPORTING.

LOCATION IN SURVEY HEADER
------------------------------

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

DRCID     - DATA RECOGNITION ASSIGNED ID NUMBER

RAW DATA		SAS DATASET POSITION
COLS	LENGTH	
0010-0016	7	2

THIS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS  
FOR FREQUENCY REPORTING.

LOCATION IN SURVEY HEADER
------------------------------

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

LITHO - DATA RECOGNITION LITHO CODE

RAW DATA		SAS DATASET POSITION
COLS	LENGTH	
0017-0021	5	3

THIS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS  
FOR FREQUENCY REPORTING.

LOCATION IN SURVEY HEADER
------------------------------

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

RO01     - BASED ON WHAT YOU KNOW NOW, HOW SATISFIED ARE YOU WITH  
ARMY LIFE?

RAW DATA

COLS	LENGTH
0023-0024	2

SAS DATASET POSITION
4

FREQ	PERCENT	VALUE	MEANING
114	2.7	.	NO RESPONSE
5	.1	A	MULTIPLE RESPONSE ERROR
111	2.6	1	VERY SATISFIED
567	13.3	2	
857	20.1	3	
1005	23.6	4	
758	17.8	5	
489	11.5	6	
350	8.2	7	VERY DISSATISFIED
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS SIMILAR TO TO01 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q001

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW LIKELY IS IT THAT AFTER ENLISTMENT YOU WILL:

R002      - LEAVE THE ARMY TO FIND CIVILIAN EMPLOYMENT?

RAW DATA

COLS	LENGTH
0025-0026	2

SAS DATASET POSITION
5

FREQ	PERCENT	VALUE	MEANING
416	9.8	.	NO RESPONSE
4	.1	A	MULTIPLE RESPONSE ERROR
239	5.6	1	DEFINITELY NOT
565	13.3	2	PROBABLY NOT
398	9.4	3	DON'T KNOW
1202	28.2	4	PROBABLY
1432	33.6	5	DEFINITELY
4256	100.0	TOTALS	

THIS VARIABLE IS SIMILAR TO Y053 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q002A

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW LIKELY IS IT THAT AFTER ENLISTMENT YOU WILL:

R003      - LEAVE THE ARMY TO ATTEND COLLEGE?

RAW DATA

COLS	LENGTH
0027-0028	2

SAS DATASET POSITION
6

FREQ	PERCENT	VALUE	MEANING
378	8.9	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
239	5.6	1	DEFINITELY NOT
620	14.6	2	PROBABLY NOT
403	9.5	3	DON'T KNOW
1160	27.3	4	PROBABLY
1454	34.2	5	DEFINITELY
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS SIMILAR TO Y054 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q002B

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW LIKELY IS IT THAT AFTER ENLISTMENT YOU WILL:

R004 - LEAVE THE ARMY FOR CIVILIAN VOCATIONAL/TECHNICAL EDUCATION?

RAW DATA

COLS	LENGTH
0029-0030	2

SAS DATASET POSITION
7

FREQ	PERCENT	VALUE	MEANING
560	13.2	.	NO RESPONSE
5	.1	A	MULTIPLE RESPONSE ERROR
801	18.8	1	DEFINITELY NOT
1203	28.3	2	PROBABLY NOT
521	12.2	3	DON'T KNOW
830	19.5	4	PROBABLY
336	7.9	5	DEFINITELY
4256	100.0	TOTALS	

THIS VARIABLE IS SIMILAR TO Y055 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q002C

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW LIKELY IS IT THAT AFTER ENLISTMENT YOU WILL:

R005      - REENLIST, BUT PROBABLY NOT MAKE THE ARMY A CAREER?

RAW DATA

COLS	LENGTH
0031-0032	2

SAS DATASET POSITION
8

FREQ	PERCENT	VALUE	MEANING
525	12.3	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
1608	37.8	1	DEFINITELY NOT
698	16.4	2	PROBABLY NOT
568	13.3	3	DON'T KNOW
691	16.2	4	PROBABLY
164	3.9	5	DEFINITELY
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS SIMILAR TO Y056 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q002D



APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW LIKELY IS IT THAT AFTER ENLISTMENT YOU WILL:

R006      - STAY IN THE ARMY UNTIL I RETIRE?

RAW DATA

COLS	LENGTH
0033-0034	2

SAS DATASET POSITION
9

FREQ	PERCENT	VALUE	MEANING
530	12.5	.	NO RESPONSE
5	.1	A	MULTIPLE RESPONSE ERROR
2203	51.8	1	DEFINITELY NOT
555	13.0	2	PROBABLY NOT
520	12.2	3	DON'T KNOW
321	7.5	4	PROBABLY
122	2.9	5	DEFINITELY
4256	100.0	TOTALS	

THIS VARIABLE IS SIMILAR TO Y057 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q002E

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW LIKELY IS IT THAT AFTER ENLISTMENT YOU WILL:

R007      - JOIN AN ARMY RESERVE UNIT?

RAW DATA

COLS	LENGTH
0035-0036	2

SAS DATASET POSITION
10

FREQ	PERCENT	VALUE	MEANING
541	12.7	.	NO RESPONSE
4	.1	A	MULTIPLE RESPONSE ERROR
916	21.5	1	DEFINITELY NOT
750	17.6	2	PROBABLY NOT
782	18.4	3	DON'T KNOW
1004	23.6	4	PROBABLY
259	6.1	5	DEFINITELY
4256	100.0	TOTALS	

THIS VARIABLE IS SIMILAR TO Y058 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q002F

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW LIKELY IS IT THAT AFTER ENLISTMENT YOU WILL:

R008      - JOIN AN ARMY NATIONAL GUARD UNIT?

RAW DATA		SAS DATASET POSITION
COLS	LENGTH	
0037-0038	2	11

FREQ	PERCENT	VALUE	MEANING
575	13.5	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
1230	28.9	1	DEFINITELY NOT
873	20.5	2	PROBABLY NOT
768	18.0	3	DON'T KNOW
675	15.9	4	PROBABLY
133	3.1	5	DEFINITELY
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS SIMILAR TO Y059 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q002G

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW LIKELY IS IT THAT AFTER ENLISTMENT YOU WILL:

R009      - PARTICIPATE IN AN ARMY RESERVE OFFICER'S TRAINING CORPS  
PROGRAM IN COLLEGE?

RAW DATA

COLS	LENGTH
0039-0040	2

SAS DATASET POSITION
12

FREQ	PERCENT	VALUE	MEANING
542	12.7	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
1573	37.0	1	DEFINITELY NOT
739	17.4	2	PROBABLY NOT
676	15.9	3	DON'T KNOW
549	12.9	4	PROBABLY
176	4.1	5	DEFINITELY
4256	100.0	TOTALS	

THIS VARIABLE IS SIMILAR TO Y060 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q002H

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

RO10 - WHAT EFFECT, IF ANY, HAVE YOUR ARMY EXPERIENCES HAD ON THE  
DEVELOPMENT OF SPECIFIC JOB KNOWLEDGE, SKILLS, AND  
ABILITIES THAT WILL HELP YOU OBTAIN A CIVILIAN JOB?

RAW DATA

COLS	LENGTH
0041-0042	2

SAS DATASET POSITION
13

FREQ	PERCENT	VALUE	MEANING
12	.3	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
138	3.2	1	STRONG NEGATIVE EFFECT
230	5.4	2	NEGATIVE EFFECT
1154	27.1	3	NO EFFECT
2142	50.3	4	POSITIVE EFFECT
579	13.6	5	STRONG POSITIVE EFFECT
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q003

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

R011 - IF A GOOD FRIEND OF YOURS ASKED YOUR ADVICE ABOUT SEEING A  
MILITARY RECRUITER, WOULD YOU SAY IT WAS:

RAW DATA

COLS	LENGTH
0043-0044	2

SAS DATASET POSITION
14

FREQ	PERCENT	VALUE	MEANING
11	.3	.	NO RESPONSE
6	.1	A	MULTIPLE RESPONSE ERROR
395	9.3	1	A WASTE OF TIME
2490	58.5	2	UP TO HIM OR HER
1354	31.8	3	A GOOD IDEA
4256	100.0	TOTALS	

THIS VARIABLE IS SIMILAR TO T530 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q004

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

R012     - IF YOU MET SOMEONE WHO ASKED YOUR ADVICE ABOUT JOINING THE  
ARMY, WOULD YOU RECOMMEND HE/SHE:

RAW DATA

COLS	LENGTH
0045-0046	2

SAS DATASET POSITION
15

FREQ	PERCENT	VALUE	MEANING
95	2.2	.	NO RESPONSE
4	.1	A	MULTIPLE RESPONSE ERROR
621	14.6	3	NOT ENLIST IN MILITARY SERVICE
1925	45.2	1	ENLIST IN THE ARMY
1611	37.9	2	ENLIST IN ANOTHER MILITARY SERVICE
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q005

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

WOULD YOU LIKE TO SEE YOUR SON OR DAUGHTER, AT SOME POINT,  
JOIN THE MILITARY? ANSWER EVEN IF YOU HAVE NO CHILDREN OR  
DO NOT PLAN TO HAVE CHILDREN.

R013      - YOUR SON?

RAW DATA

COLS	LENGTH
0047-0048	2

SAS DATASET POSITION
16

FREQ	PERCENT	VALUE	MEANING
63	1.5	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
2571	60.4	1	YES
1621	38.1	2	NO
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q006A



APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

WOULD YOU LIKE TO SEE YOUR SON OR DAUGHTER, AT SOME POINT,  
JOIN THE MILITARY? ANSWER EVEN IF YOU HAVE NO CHILDREN OR  
DO NOT PLAN TO HAVE CHILDREN.

R014      - YOUR DAUGHTER?

RAW DATA

COLS	LENGTH
0049-0050	2

SAS DATASET POSITION
17

FREQ	PERCENT	VALUE	MEANING
62	1.5	.	NO RESPONSE
764	18.0	1	YES
3430	80.6	2	NO
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q006B

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

R015 - WOULD YOU BE INTERESTED IN HELPING RECRUITERS IDENTIFY  
POTENTIAL ENLISTEES?

RAW DATA

COLS	LENGTH
0051-0052	2

SAS DATASET POSITION
18

FREQ	PERCENT	VALUE	MEANING
16	.4	.	NO RESPONSE
969	22.8	1	DEFINITELY NOT
1054	24.8	2	PROBABLY NOT
1226	28.8	3	PROBABLY
991	23.3	4	DEFINITELY
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q007

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

RO16 - WOULD YOU CONSIDER ENLISTING IN A U.S. ARMY RESERVE UNIT  
FOR ADDITIONAL CASH AND/OR EDUCATIONAL BENEFITS WHEN YOU  
E.T.S.?

RAW DATA

COLS	LENGTH
0053-0054	2

SAS DATASET POSITION
19

FREQ	PERCENT	VALUE	MEANING
14	.3	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
507	11.9	1	DEFINITELY NOT
547	12.9	2	PROBABLY NOT
499	11.7	3	DON'T KNOW
1484	34.9	4	PROBABLY
1204	28.3	5	DEFINITELY
4256	100.0	TOTALS	

THIS VARIABLE IS SIMILAR TO YO50 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q008

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

R017     - WHAT EFFECT, IF ANY, HAVE YOUR ARMY EXPERIENCES HAD ON THE  
DEVELOPMENT OF PERSONAL CHARACTERISTICS AND ATTITUDES THAT  
WILL HELP YOU TO OBTAIN A CIVILIAN JOB?

RAW DATA

COLS	LENGTH
0055-0056	2

SAS DATASET POSITION
20

FREQ	PERCENT	VALUE	MEANING
19	.4	.	NO RESPONSE
4	.1	A	MULTIPLE RESPONSE ERROR
115	2.7	1	STRONG NEGATIVE EFFECT
243	5.7	2	NEGATIVE EFFECT
624	14.7	3	NO EFFECT
2124	49.9	4	POSITIVE EFFECT
1127	26.5	5	STRONG POSITIVE EFFECT
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q009

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

R018     - WOULD YOU PROVIDE YOUR RECRUITER WITH LEADS OF CLOSE  
             FRIENDS OR RELATIVES WHO WOULD BENEFIT FROM THE ARMY?

RAW DATA		SAS DATASET POSITION
COLS	LENGTH	
0057-0058	2	21

FREQ	PERCENT	VALUE	MEANING
18	.4	.	NO RESPONSE
1324	31.1	1	YES
1500	35.2	2	MAYBE
1414	33.2	3	NO
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q010

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IF YOU WERE ASKED BY A PROSPECTIVE EMPLOYER WHAT ATTITUDES,  
EXPERIENCES AND SKILLS YOU ACQUIRED IN THE ARMY WOULD BE  
OF VALUE TO THE EMPLOYER, WHAT WOULD YOU SAY?

R019A - DEDICATION

RAW DATA

COLS	LENGTH
0059-0060	2

SAS DATASET POSITION
22

FREQ	PERCENT	VALUE	MEANING
1007	23.7	.	NO RESPONSE
2430	57.1	0	NOT MENTIONED
819	19.2	1	MENTIONED IN COMMENTS
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q011A

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IF YOU WERE ASKED BY A PROSPECTIVE EMPLOYER WHAT ATTITUDES,  
EXPERIENCES AND SKILLS YOU ACQUIRED IN THE ARMY WOULD BE  
OF VALUE TO THE EMPLOYER, WHAT WOULD YOU SAY?

R019B - DEPENDABILITY

RAW DATA

COLS	LENGTH
0061-0062	2

SAS DATASET POSITION
23

FREQ	PERCENT	VALUE	MEANING
1007	23.7	.	NO RESPONSE
2870	67.4	0	NOT MENTIONED
379	8.9	1	MENTIONED IN COMMENTS
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q011B

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IF YOU WERE ASKED BY A PROSPECTIVE EMPLOYER WHAT ATTITUDES,  
EXPERIENCES AND SKILLS YOU ACQUIRED IN THE ARMY WOULD BE  
OF VALUE TO THE EMPLOYER, WHAT WOULD YOU SAY?

R019C - ADAPTABILITY

RAW DATA

COLS	LENGTH
0063-0064	2

SAS DATASET POSITION
24

FREQ	PERCENT	VALUE	MEANING
1007	23.7	.	NO RESPONSE
2614	61.4	0	NOT MENTIONED
635	14.9	1	MENTIONED IN COMMENTS
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q011C



APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IF YOU WERE ASKED BY A PROSPECTIVE EMPLOYER WHAT ATTITUDES,  
EXPERIENCES AND SKILLS YOU ACQUIRED IN THE ARMY WOULD BE  
OF VALUE TO THE EMPLOYER, WHAT WOULD YOU SAY?

R019D     - PROFESSIONALISM

RAW DATA

COLS	LENGTH
0065-0066	2

SAS DATASET POSITION
25

FREQ	PERCENT	VALUE	MEANING
1007	23.7	.	NO RESPONSE
2913	68.4	0	NOT MENTIONED
336	7.9	1	MENTIONED IN COMMENTS
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q011D

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IF YOU WERE ASKED BY A PROSPECTIVE EMPLOYER WHAT ATTITUDES,  
EXPERIENCES AND SKILLS YOU ACQUIRED IN THE ARMY WOULD BE  
OF VALUE TO THE EMPLOYER, WHAT WOULD YOU SAY?

R019E - LEADERSHIP

RAW DATA

COLS	LENGTH
0067-0068	2

SAS DATASET POSITION
26

FREQ	PERCENT	VALUE	MEANING
1007	23.7	.	NO RESPONSE
2235	52.5	0	NOT MENTIONED
1014	23.8	1	MENTIONED IN COMMENTS
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q011E

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IF YOU WERE ASKED BY A PROSPECTIVE EMPLOYER WHAT ATTITUDES,  
EXPERIENCES AND SKILLS YOU ACQUIRED IN THE ARMY WOULD BE  
OF VALUE TO THE EMPLOYER, WHAT WOULD YOU SAY?

R019F - RESPONSIBILITY

RAW DATA

COLS	LENGTH
0069-0070	2

SAS DATASET POSITION
27

FREQ	PERCENT	VALUE	MEANING
1007	23.7	.	NO RESPONSE
2467	58.0	0	NOT MENTIONED
782	18.4	1	MENTIONED IN COMMENTS
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q011F

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IF YOU WERE ASKED BY A PROSPECTIVE EMPLOYER WHAT ATTITUDES,  
EXPERIENCES AND SKILLS YOU ACQUIRED IN THE ARMY WOULD BE  
OF VALUE TO THE EMPLOYER, WHAT WOULD YOU SAY?

R019G - SELF-CONFIDENCE

RAW DATA		SAS DATASET POSITION
COLS	LENGTH	
0071-0072	2	28

FREQ	PERCENT	VALUE	MEANING
1007	23.7	.	NO RESPONSE
2655	62.4	0	NOT MENTIONED
594	14.0	1	MENTIONED IN COMMENTS
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q011G

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IF YOU WERE ASKED BY A PROSPECTIVE EMPLOYER WHAT ATTITUDES,  
EXPERIENCES AND SKILLS YOU ACQUIRED IN THE ARMY WOULD BE  
OF VALUE TO THE EMPLOYER, WHAT WOULD YOU SAY?

R019H - DISCIPLINE

RAW DATA

COLS	LENGTH
0073-0074	2

SAS DATASET POSITION
29

FREQ	PERCENT	VALUE	MEANING
1007	23.7	.	NO RESPONSE
2407	56.6	0	NOT MENTIONED
842	19.8	1	MENTIONED IN COMMENTS
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q011H

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IF YOU WERE ASKED BY A PROSPECTIVE EMPLOYER WHAT ATTITUDES,  
EXPERIENCES AND SKILLS YOU ACQUIRED IN THE ARMY WOULD BE  
OF VALUE TO THE EMPLOYER, WHAT WOULD YOU SAY?

R0191 - JOB KNOWLEDGE

RAW DATA

COLS	LENGTH
0075-0076	2

SAS DATASET POSITION
30

FREQ	PERCENT	VALUE	MEANING
1007	23.7	.	NO RESPONSE
1900	44.6	0	NOT MENTIONED
1349	31.7	1	MENTIONED IN COMMENTS
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q0111

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IF YOU WERE ASKED BY A PROSPECTIVE EMPLOYER WHAT ATTITUDES,  
EXPERIENCES AND SKILLS YOU ACQUIRED IN THE ARMY WOULD BE  
OF VALUE TO THE EMPLOYER, WHAT WOULD YOU SAY?

R019J - COOPERATION

RAW DATA

COLS	LENGTH
0077-0078	2

SAS DATASET POSITION
31

FREQ	PERCENT	VALUE	MEANING
1007	23.7	.	NO RESPONSE
2565	60.3	0	NCT MENTIONED
684	16.1	1	MENTIONED IN COMMENTS
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q011J

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IF YOU WERE ASKED BY A PROSPECTIVE EMPLOYER WHAT ATTITUDES,  
EXPERIENCES AND SKILLS YOU ACQUIRED IN THE ARMY WOULD BE  
OF VALUE TO THE EMPLOYER, WHAT WOULD YOU SAY?

R019K - EFFICIENCY

RAW DATA

COLS	LENGTH
0079-0080	2

SAS DATASET POSITION
32

FREQ	PERCENT	VALUE	MEANING
1007	23.7	.	NO RESPONSE
3106	73.0	0	NOT MENTIONED
143	3.4	1	MENTIONED IN COMMENTS
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q011K



APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IF YOU WERE ASKED BY A PROSPECTIVE EMPLOYER WHAT ATTITUDES,  
EXPERIENCES AND SKILLS YOU ACQUIRED IN THE ARMY WOULD BE  
OF VALUE TO THE EMPLOYER, WHAT WOULD YOU SAY?

R019L - FOLLOWING ORDERS

RAW DATA		SAS DATASET POSITION
COLS	LENGTH	
0081-0082	2	33

FREQ	PERCENT	VALUE	MEANING
1007	23.7	.	NO RESPONSE
2851	67.0	0	NOT MENTIONED
398	9.4	1	MENTIONED IN COMMENTS
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q011L

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IF YOU WERE ASKED BY A PROSPECTIVE EMPLOYER WHAT ATTITUDES,  
EXPERIENCES AND SKILLS YOU ACQUIRED IN THE ARMY WOULD BE  
OF VALUE TO THE EMPLOYER, WHAT WOULD YOU SAY?

R019M - ENTHUSIASM

RAW DATA	
COLS	LENGTH
0083-0084	2

SAS DATASET POSITION
34

FREQ	PERCENT	VALUE	MEANING
1007	23.7	.	NO RESPONSE
2861	67.2	0	NOT MENTIONED
388	9.1	1	MENTIONED IN COMMENTS
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q011M

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IF YOU WERE ASKED BY A PROSPECTIVE EMPLOYER WHAT ATTITUDES,  
EXPERIENCES AND SKILLS YOU ACQUIRED IN THE ARMY WOULD BE  
OF VALUE TO THE EMPLOYER, WHAT WOULD YOU SAY?

R019N - PEOPLE SKILLS

RAW DATA

COLS	LENGTH
0085-0086	2

SAS DATASET POSITION
35

FREQ	PERCENT	VALUE	MEANING
1007	23.7	.	NO RESPONSE
2747	64.5	0	NOT MENTIONED
502	11.8	1	MENTIONED IN COMMENTS
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q011N

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IF YOU WERE ASKED BY A PROSPECTIVE EMPLOYER WHAT ATTITUDES,  
EXPERIENCES AND SKILLS YOU ACQUIRED IN THE ARMY WOULD BE  
OF VALUE TO THE EMPLOYER, WHAT WOULD YOU SAY?

R0190 - OTHER POSITIVE OUTCOMES

RAW DATA

COLS	LENGTH
0087-0088	2

SAS DATASET POSITION
36

FREQ	PERCENT	VALUE	MEANING
1007	23.7	.	NO RESPONSE
3061	71.9	0	NOT MENTIONED
188	4.4	1	MENTIONED IN COMMENTS
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q0110

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IF YOU WERE ASKED BY A PROSPECTIVE EMPLOYER WHAT ATTITUDES,  
EXPERIENCES AND SKILLS YOU ACQUIRED IN THE ARMY WOULD BE  
OF VALUE TO THE EMPLOYER, WHAT WOULD YOU SAY?

R019P - NO VALUE OR NEGATIVE VALUE

RAW DATA

COLS	LENGTH
0089-0090	2

SAS DATASET POSITION
37

FREQ	PERCENT	VALUE	MEANING
1007	23.7	.	NO RESPONSE
2548	59.9	0	NOT MENTIONED
701	16.5	1	MENTIONED IN COMMENTS
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q011P

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THINKING ABOUT YOUR PLANS FOR THE NEXT THREE YEARS, HOW  
IMPORTANT IS IT THAT YOU HAVE THE FOLLOWING OPPORTUNITIES?

R020      - HAVING A WIDE VARIETY OF OPPORTUNITIES TO FIND A JOB YOU  
             CAN ENJOY

RAW DATA

COLS	LENGTH
0091-0092	2

SAS DATASET POSITION
38

FREQ	PERCENT	VALUE	MEANING
36	.8	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
56	1.3	1	NOT AT ALL IMPORTANT
67	1.6	2	
308	7.2	3	
702	16.5	4	
3086	72.5	5	VERY IMPORTANT
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q012A

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THINKING ABOUT YOUR PLANS FOR THE NEXT THREE YEARS, HOW  
IMPORTANT IS IT THAT YOU HAVE THE FOLLOWING OPPORTUNITIES?

R021      - HAVING A PHYSICAL CHALLENGE

RAW DATA		SAS DATASET POSITION
COLS	LENGTH	
0093-0094	2	39

FREQ	PERCENT	VALUE	MEANING
38	.9	.	NO RESPONSE
4	.1	A	MULTIPLE RESPONSE ERROR
180	4.2	1	NOT AT ALL IMPORTANT
287	6.7	2	
1217	28.6	3	
1466	34.4	4	
1064	25.0	5	VERY IMPORTANT
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS SIMILAR TO T083 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q012B

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THINKING ABOUT YOUR PLANS FOR THE NEXT THREE YEARS, HOW  
IMPORTANT IS IT THAT YOU HAVE THE FOLLOWING OPPORTUNITIES?

R022      - HAVING AN EXPERIENCE YOU CAN BE PROUD OF

RAW DATA

COLS	LENGTH
0095-0096	2

SAS DATASET POSITION
40

FREQ	PERCENT	VALUE	MEANING
44	1.0	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
45	1.1	1	NOT AT ALL IMPORTANT
71	1.7	2	
360	8.5	3	
1203	28.3	4	
2531	59.5	5	VERY IMPORTANT
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q012C



APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THINKING ABOUT YOUR PLANS FOR THE NEXT THREE YEARS, HOW  
IMPORTANT IS IT THAT YOU HAVE THE FOLLOWING OPPORTUNITIES?

R023      - HAVING A STEPPING STONE BETWEEN HIGH SCHOOL AND COLLEGE

RAW DATA

COLS	LENGTH
0097-0098	2

SAS DATASET POSITION
41

FREQ	PERCENT	VALUE	MEANING
75	1.8	.	NO RESPONSE
495	11.6	1	NOT AT ALL IMPORTANT
352	8.3	2	
1002	23.5	3	
1131	26.6	4	
1201	28.2	5	VERY IMPORTANT
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q012D

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THINKING ABOUT YOUR PLANS FOR THE NEXT THREE YEARS, HOW  
IMPORTANT IS IT THAT YOU HAVE THE FOLLOWING OPPORTUNITIES?

R024      - DEVELOPING LEADERSHIP SKILLS

RAW DATA

COLS	LENGTH
0099-0100	2

SAS DATASET POSITION
42

FREQ	PERCENT	VALUE	MEANING
44	1.0	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
96	2.3	1	NOT AT ALL IMPORTANT
139	3.3	2	
609	14.3	3	
1248	29.3	4	
2118	49.8	5	VERY IMPORTANT
4256	100.0	TOTALS	

THIS VARIABLE IS SIMILAR TO T086 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q012E

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THINKING ABOUT YOUR PLANS FOR THE NEXT THREE YEARS, HOW  
IMPORTANT IS IT THAT YOU HAVE THE FOLLOWING OPPORTUNITIES?

R025      - WORKING WITH THE LATEST HIGH-TECH EQUIPMENT

RAW DATA

COLS	LENGTH
0101-0102	2

SAS DATASET POSITION
43

FREQ	PERCENT	VALUE	MEANING
46	1.1	.	NO RESPONSE
217	5.1	1	NOT AT ALL IMPORTANT
282	6.6	2	
907	21.3	3	
1220	28.7	4	
1584	37.2	5	VERY IMPORTANT
4256	100.0	TOTALS	

THIS VARIABLE IS SIMILAR TO Y003 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q012F

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THINKING ABOUT YOUR PLANS FOR THE NEXT THREE YEARS, HOW  
IMPORTANT IS IT THAT YOU HAVE THE FOLLOWING OPPORTUNITIES?

R026      - HELPING YOUR CAREER DEVELOPMENT

RAW DATA		SAS DATASET POSITION
COLS	LENGTH	
0103-0104	2	44

FREQ	PERCENT	VALUE	MEANING
47	1.1	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
58	1.4	1	NOT AT ALL IMPORTANT
59	1.4	2	
388	9.1	3	
1060	24.9	4	
2642	62.1	5	VERY IMPORTANT
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q012G

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THINKING ABOUT YOUR PLANS FOR THE NEXT THREE YEARS, HOW  
IMPORTANT IS IT THAT YOU HAVE THE FOLLOWING OPPORTUNITIES?

R027      - DEVELOPING SELF CONFIDENCE

RAW DATA

COLS	LENGTH
0105-0106	2

SAS DATASET POSITION
45

FREQ	PERCENT	VALUE	MEANING
47	1.1	.	NO RESPONSE
72	1.7	1	NOT AT ALL IMPORTANT
77	1.8	2	
398	9.4	3	
1055	24.8	4	
2607	61.3	5	VERY IMPORTANT
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q012H

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THINKING ABOUT YOUR PLANS FOR THE NEXT THREE YEARS, HOW  
IMPORTANT IS IT THAT YOU HAVE THE FOLLOWING OPPORTUNITIES?

R028      - DEVELOPING YOUR POTENTIAL

RAW DATA

COLS	LENGTH
0107-0108	2

SAS DATASET POSITION
46

FREQ	PERCENT	VALUE	MEANING
51	1.2	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
47	1.1	1	NOT AT ALL IMPORTANT
45	1.1	2	
342	8.0	3	
1025	24.1	4	
2744	64.5	5	VERY IMPORTANT
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q0121

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THINKING ABOUT YOUR PLANS FOR THE NEXT THREE YEARS, HOW  
IMPORTANT IS IT THAT YOU HAVE THE FOLLOWING OPPORTUNITIES?

R029      - HAVING A MENTAL CHALLENGE

RAW DATA

COLS	LENGTH
0109-0110	2

SAS DATASET POSITION
47

FREQ	PERCENT	VALUE	MEANING
47	1.1	.	NO RESPONSE
3	.1	A	MULTIPLE RESPONSE ERROR
87	2.0	1	NOT AT ALL IMPORTANT
75	1.8	2	
475	11.2	3	
1320	31.0	4	
2249	52.8	5	VERY IMPORTANT
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q012J

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THINKING ABOUT YOUR PLANS FOR THE NEXT THREE YEARS, HOW  
IMPORTANT IS IT THAT YOU HAVE THE FOLLOWING OPPORTUNITIES?

R030      - BECOMING MORE MATURE AND RESPONSIBLE

RAW DATA

COLS	LENGTH
0111-0112	2

SAS DATASET POSITION
48

FREQ	PERCENT	VALUE	MEANING
44	1.0	.	NO RESPONSE
3	.1	A	MULTIPLE RESPONSE ERROR
90	2.1	1	NOT AT ALL IMPORTANT
108	2.5	2	
406	9.5	3	
1058	24.9	4	
2547	59.8	5	VERY IMPORTANT
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS SIMILAR TO T095 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q012K



APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THINKING ABOUT YOUR PLANS FOR THE NEXT THREE YEARS, HOW  
IMPORTANT IS IT THAT YOU HAVE THE FOLLOWING OPPORTUNITIES?

R031      - TRAINING IN USEFUL SKILL AREAS

RAW DATA

COLS	LENGTH
0113-0114	2

SAS DATASET POSITION
49

FREQ	PERCENT	VALUE	MEANING
53	1.2	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
76	1.8	1	NOT AT ALL IMPORTANT
83	2.0	2	
425	10.0	3	
1226	28.8	4	
2391	56.2	5	VERY IMPORTANT
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q012L

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THINKING ABOUT YOUR PLANS FOR THE NEXT THREE YEARS, HOW  
IMPORTANT IS IT THAT YOU HAVE THE FOLLOWING OPPORTUNITIES?

R032      - WORKING WITH HIGHLY-TRAINED PEOPLE

RAW DATA

COLS	LENGTH
0115-0116	2

SAS DATASET POSITION
50

FREQ	PERCENT	VALUE	MEANING
63	1.5	.	NO RESPONSE
112	2.6	1	NOT AT ALL IMPORTANT
121	2.8	2	
550	12.9	3	
1301	30.6	4	
2109	49.6	5	VERY IMPORTANT
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q012M

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THINKING ABOUT YOUR PLANS FOR THE NEXT THREE YEARS, HOW  
IMPORTANT IS IT THAT YOU HAVE THE FOLLOWING OPPORTUNITIES?

R033      - EARNING MONEY FOR COLLEGE OR VOCATIONAL EDUCATION

RAW DATA

COLS	LENGTH
0117-0118	2

SAS DATASET POSITION
51

FREQ	PERCENT	VALUE	MEANING
50	1.2	.	NO RESPONSE
3	.1	A	MULTIPLE RESPONSE ERROR
188	4.4	1	NOT AT ALL IMPORTANT
180	4.2	2	
597	14.0	3	
1015	23.8	4	
2223	52.2	5	VERY IMPORTANT
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 D    TO ROUNDING ERROR.

THIS VARIABLE IS SIMILAR TO T082 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q012N

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

R034     - IF YOU HAD IT TO DO ALL OVER AGAIN, WOULD YOU JOIN THE ARMY?

RAW DATA

COLS	LENGTH
0119-0120	2

SAS DATASET POSITION
52

FREQ	PERCENT	VALUE	MEANING
14	.3	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
770	18.1	1	DEFINITELY NOT
726	17.1	2	PROBABLY NOT
319	7.5	3	DON'T KNOW
1326	31.2	4	PROBABLY
1099	25.8	5	DEFINITELY
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q013

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

R035 - HOW MUCH HAVE YOUR ARMY EXPERIENCES HELPED YOU TO DEVELOP SPECIFIC JOB KNOWLEDGE, SKILLS, AND ABILITIES THAT YOU FEEL MIGHT INCREASE YOUR VALUE AS AN EMPLOYEE OF A CIVILIAN COMPANY?

RAW DATA

COLS	LENGTH
0121-0122	2

SAS DATASET POSITION
53

FREQ	PERCENT	VALUE	MEANING
13	.3	.	NO RESPONSE
4	.1	A	MULTIPLE RESPONSE ERROR
317	7.4	1	NOT AT ALL
661	15.5	2	VERY LITTLE
1234	29.0	3	SOMEWHAT
1059	24.9	4	MUCH
968	22.7	5	VERY MUCH
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q014

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE IF THE FOLLOWING STATEMENTS ARE TRUE OR FALSE FOR YOU:

R036 - I COMPLETED AIT IN THE MOS FOR WHICH I CONTRACTED.

RAW DATA

COLS	LENGTH
0123-0124	2

SAS DATASET POSITION
54

FREQ	PERCENT	VALUE	MEANING
30	.7	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
4047	95.1	1	TRUE
177	4.2	2	FALSE
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q015A

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE IF THE FOLLOWING STATEMENTS ARE TRUE OR FALSE FOR YOU:

R037     - I DID NOT COMPLETE AIT IN THE MOS FOR WHICH I CONTRACTED,  
          BECAUSE I FAILED THE AIT REQUIREMENTS.

RAW DATA

COLS	LENGTH
0125-0126	2

SAS DATASET POSITION
55

FREQ	PERCENT	VALUE	MEANING
46	1.1	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
49	1.2	1	TRUE
4160	97.7	2	FALSE
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q015B

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE IF THE FOLLOWING STATEMENTS ARE TRUE OR FALSE FOR  
YOU:

- R038     - I DID NOT COMPLETE AIT IN THE MOS FOR WHICH I CONTRACTED,  
          BECAUSE I REQUESTED A CHANGE DUE TO INCOMPLETE OR FALSE  
          INFORMATION PROVIDED BY THE ARMY BEFORE I SIGNED MY  
          CONTRACT.

RAW DATA

COLS	LENGTH
0127-0128	2

SAS DATASET POSITION
56

FREQ	PERCENT	VALUE	MEANING
56	1.3	.	NO RESPONSE
31	.7	1	TRUE
4169	98.0	2	FALSE
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q015C



APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE IF THE FOLLOWING STATEMENTS ARE TRUE OR FALSE FOR YOU:

R039      - I DID NOT COMPLETE AIT IN THE MOS FOR WHICH I CONTRACTED,  
              BECAUSE I REQUESTED A CHANGE DUE TO NEW INTERESTS.

RAW DATA

COLS	LENGTH
0129-0130	2

SAS DATASET POSITION
57

FREQ	PERCENT	VALUE	MEANING
55	1.3	.	NO RESPONSE
27	.6	1	TRUE
4174	98.1	2	FALSE
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q015D

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE IF THE FOLLOWING STATEMENTS ARE TRUE OR FALSE FOR YOU:

R040 - I ENLISTED TO GET TRAINED IN JOB SKILLS THAT ARE REQUIRED FOR A SPECIFIC CIVILIAN JOB.

RAW DATA

COLS	LENGTH
0131-0132	2

SAS DATASET POSITION
58

FREQ	PERCENT	VALUE	MEANING
38	.9	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
1496	35.2	1	TRUE
2720	63.9	2	FALSE
4256	100.0	TOTALS	

THIS VARIABLE IS SIMILAR TO Y103 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q015E

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE IF THE FOLLOWING STATEMENTS ARE TRUE OR FALSE FOR YOU:

R041 - I GOT THE JOB SKILLS TRAINING THAT I EXPECTED WHEN I ENLISTED.

RAW DATA

COLS	LENGTH
0133-0134	2

SAS DATASET POSITION
59

FREQ	PERCENT	VALUE	MEANING
51	1.2	.	NO RESPONSE
3	.1	A	MULTIPLE RESPONSE ERROR
2150	50.5	1	TRUE
2052	48.2	2	FALSE
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q015F

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE IF THE FOLLOWING STATEMENTS ARE TRUE OR FALSE FOR YOU:

- R042     - THE ARMY TRAINED ME DURING AIT PRIMARILY ON SPECIFIC ARMY EQUIPMENT OR TASKS, AND I DON'T EXPECT THESE SKILLS TO TRANSFER TO CIVILIAN JOBS.

RAW DATA

COLS	LENGTH
0135-0136	2

SAS DATASET POSITION
60

FREQ	PERCENT	VALUE	MEANING
63	1.5	.	NO RESPONSE
5	.1	A	MULTIPLE RESPONSE ERROR
2206	51.8	1	TRUE
1982	46.6	2	FALSE
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q015G

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE IF THE FOLLOWING STATEMENTS ARE TRUE OR FALSE FOR  
YOU:

R043      - MY ARMY AIT PREPARED ME TO WORK WITH EITHER ARMY OR CIVILIAN  
EQUIPMENT OR TASKS.

RAW DATA

COLS	LENGTH
0137-0138	2

SAS DATASET POSITION
61

FREQ	PERCENT	VALUE	MEANING
56	1.3	.	NO RESPONSE
4	.1	A	MULTIPLE RESPONSE ERROR
1995	46.9	1	TRUE
2201	51.7	2	FALSE
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q015H

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE IF THE FOLLOWING STATEMENTS ARE TRUE OR FALSE FOR YOU:

R044 - THE MOS FOR WHICH I WAS TRAINED IN AIT INVOLVES SKILLS THAT I EXPECTED WHEN I ENLISTED.

RAW DATA

COLS	LENGTH
0139-0140	2

SAS DATASET POSITION
62

FREQ	PERCENT	VALUE	MEANING
69	1.6	.	NO RESPONSE
3	.1	A	MULTIPLE RESPONSE ERROR
2560	60.2	1	TRUE
1624	38.2	2	FALSE
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q0151

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE IF THE FOLLOWING STATEMENTS ARE TRUE OR FALSE FOR YOU:

R045     - THE MOS FOR WHICH I WAS TRAINED IN AIT INVOLVES THE SKILLS THAT I WAS PROMISED WHEN I ENLISTED.

RAW DATA

COLS	LENGTH
0141-0142	2

SAS DATASET POSITION
63

FREQ	PERCENT	VALUE	MEANING
84	2.0	.	NO RESPONSE
3	.1	A	MULTIPLE RESPONSE ERROR
2714	63.8	1	TRUE
1455	34.2	2	FALSE
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q015J

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE IF THE FOLLOWING STATEMENTS ARE TRUE OR FALSE FOR  
YOU:

R046 - I GAINED USEFUL JOB EXPERIENCE WORKING IN THE MOS I WENT TO  
AIT FOR.

RAW DATA

COLS	LENGTH
0143-0144	2

SAS DATASET POSITION
64

FREQ	PERCENT	VALUE	MEANING
74	1.7	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
2413	56.7	1	TRUE
1768	41.5	2	FALSE
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q015K



APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE IF THE FOLLOWING STATEMENTS ARE TRUE OR FALSE FOR YOU:

RO47      - AFTER COMPLETING AIT, MY MOS WAS CHANGED AT MY REQUEST.

RAW DATA

COLS	LENGTH
0145-0146	2

SAS DATASET POSITION
65

FREQ	PERCENT	VALUE	MEANING
77	1.8	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
61	1.4	1	TRUE
4117	96.7	2	FALSE
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q015L

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE IF THE FOLLOWING STATEMENTS ARE TRUE OR FALSE FOR  
YOU:

RO48      - AFTER COMPLETING AIT, MY MOS WAS CHANGED AT THE REQUEST OF  
            THE ARMY.

RAW DATA

COLS	LENGTH
0147-0148	2

SAS DATASET POSITION
66

FREQ	PERCENT	VALUE	MEANING
80	1.9	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
201	4.7	1	TRUE
3974	93.4	2	FALSE
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q015M

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

R049      - MY DUTY MOS IS DIFFERENT FROM MY PRIMARY MOS BECAUSE:

RAW DATA

COLS	LENGTH
0149-0150	2

SAS DATASET POSITION
67

FREQ	PERCENT	VALUE	MEANING
50	1.2	.	NO RESPONSE
8	.2	A	MULTIPLE RESPONSE ERROR
3231	75.9	8	DOES NOT APPLY, MY DUTY MOS IS THE SAME AS MY PRIMARY MOS
342	8.0	1	THE ARMY ASSIGNED ME TO WORK IN ANOTHER MOS
111	2.6	2	I REQUESTED TO WORK IN A DIFFERENT MOS
514	12.1	3	OTHER
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q016

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

R050      - HOW MUCH CONTACT HAVE YOU HAD WITH YOUR BATTALION CAREER  
             COUNSELOR ABOUT REENLISTMENT?

RAW DATA

COLS	LENGTH
0151-0152	2

SAS DATASET POSITION
68

FREQ	PERCENT	VALUE	MEANING
26	.6	.	NO RESPONSE
7	.2	A	MULTIPLE RESPONSE ERROR
538	12.6	8	I DO NOT KNOW WHAT A BATTALION CAREER COUNSEL IS.
2111	49.6	1	NONE
1091	25.6	2	A LITTLE
323	7.6	3	FREQUENT
160	3.8	4	A GREAT DEAL
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q017

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

R051     - IF YOU WANTED TO CHANGE YOUR MOS BUT DISCOVERED YOU COULD  
NOT, WOULD YOU REENLIST?

RAW DATA		SAS DATASET POSITION
COLS	LENGTH	
0153-0154	2	69

FREQ	PERCENT	VALUE	MEANING
26	.6	.	NO RESPONSE
5	.1	A	MULTIPLE RESPONSE ERROR
2256	53.0	1	DEFINITELY NOT
964	22.7	2	PROBABLY NOT
327	7.7	3	DON'T KNOW
547	12.9	4	PROBABLY
131	3.1	5	DEFINITELY
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q018

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

R052     - HOW MUCH HAVE YOUR ARMY EXPERIENCES HELPED YOU TO DEVELOP  
             PERSONAL CHARACTERISTICS AND ATTITUDES THAT YOU FEEL MIGHT  
             INCREASE YOUR VALUE AS AN EMPLOYEE OF A CIVILIAN COMPANY?

RAW DATA

COLS	LENGTH
0155-0156	2

SAS DATASET POSITION
70

FREQ	PERCENT	VALUE	MEANING
21	.5	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
299	7.0	1	NOT AT ALL
486	11.4	2	VERY LITTLE
1143	26.9	3	SOMEWHAT
1301	30.6	4	MUCH
1005	23.6	5	VERY MUCH
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q019

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

R053     - DID YOU ATTEND BASIC SKILLS EDUCATION PROGRAM (BSEP)  
             CLASSES AT AN ARMY EDUCATION CENTER?

RAW DATA

COLS	LENGTH
0157-0158	2

SAS DATASET POSITION
71

FREQ	PERCENT	VALUE	MEANING
153	3.6	.	NO RESPONSE
14	.3	L	INVALID SKIP
21	.5	M	IMPLIED CONTINUATION
3235	76.0	2	NO, SKIP
102	2.4	3	DON'T KNOW, SKIP
731	17.2	1	YES
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q020

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW USEFUL WAS WHAT YOU LEARNED DURING BSEP CLASSES IN:

R054 - IMPROVING YOUR BASIC SKILLS

RAW DATA

COLS	LENGTH
0159-0160	2

SAS DATASET POSITION
72

FREQ	PERCENT	VALUE	MEANING
161	3.8	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
35	.8	1	COMPLETELY USELESS
50	1.2	2	OF LITTLE USE
164	3.9	3	SOMEWHAT USEFUL
252	5.9	4	VERY USEFUL
256	6.0	5	EXTREMELY USEFUL
3337	78.4	8	DID NOT ATTEND BSEP CLASSES: VALID SKIP
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q021A



APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW USEFUL WAS WHAT YOU LEARNED DURING BSEP CLASSES IN:

R055 - ADJUSTING TO ARMY LIFE

RAW DATA

COLS	LENGTH
0161-0162	2

SAS DATASET POSITION
73

FREQ	PERCENT	VALUE	MEANING
167	3.9	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
234	5.5	1	COMPLETELY USELESS
216	5.1	2	OF LITTLE USE
181	4.3	3	SOMEWHAT USEFUL
76	1.8	4	VERY USEFUL
44	1.0	5	EXTREMELY USEFUL
3337	78.4	8	DID NOT ATTEND BSEP CLASSES: VALID SKIP
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q021B

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW USEFUL WAS WHAT YOU LEARNED DURING BSEP CLASSES IN:

R056      - MAKING YOUR ARMY TRAINING EASIER

RAW DATA

COLS	LENGTH
0163-0164	2

SAS DATASET POSITION
74

FREQ	PERCENT	VALUE	MEANING
168	3.9	.	NO RESPONSE
225	5.3	1	COMPLETELY USELESS
183	4.3	2	OF LITTLE USE
197	4.6	3	SOMEWHAT USEFUL
93	2.2	4	VERY USEFUL
53	1.2	5	EXTREMELY USEFUL
3337	78.4	8	DID NOT ATTEND BSEP CLASSES: VALID SKIP
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q021C

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW USEFUL WAS WHAT YOU LEARNED DURING BSEP CLASSES IN:

R057 - IMPROVING MOTIVATION TO PERFORM YOUR JOB

RAW DATA

COLS	LENGTH
0165-0166	2

SAS DATASET POSITION
75

FREQ	PERCENT	VALUE	MEANING
167	3.9	.	NO RESPONSE
227	5.3	1	COMPLETELY USELESS
175	4.1	2	OF LITTLE USE
176	4.1	3	SOMEWHAT USEFUL
111	2.6	4	VERY USEFUL
63	1.5	5	EXTREMELY USEFUL
3337	78.4	8	DID NOT ATTEND BSEP CLASSES: VALID SKIP
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q021D

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW USEFUL WAS WHAT YOU LEARNED DURING BSEP CLASSES IN:

R058 - IMPROVING YOUR SELF CONFIDENCE

RAW DATA

COLS	LENGTH
0167-0168	2

SAS DATASET POSITION
76

FREQ	PERCENT	VALUE	MEANING
168	3.9	.	NO RESPONSE
115	2.7	1	COMPLETELY USELESS
105	2.5	2	OF LITTLE USE
188	4.4	3	SOMEWHAT USEFUL
191	4.5	4	VERY USEFUL
152	3.6	5	EXTREMELY USEFUL
3337	78.4	8	DID NOT ATTEND BSEP CLASSES: VALID SKIP
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q021E

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW USEFUL WAS WHAT YOU LEARNED DURING BSEP CLASSES IN:

R059     - COMMUNICATING WITH YOUR SUPERIORS

RAW DATA

COLS	LENGTH
0169-0170	2

SAS DATASET POSITION
77

FREQ	PERCENT	VALUE	MEANING
168	3.9	.	NO RESPONSE
208	4.9	1	COMPLETELY USELESS
179	4.2	2	OF LITTLE USE
178	4.2	3	SOMEWHAT USEFUL
118	2.8	4	VERY USEFUL
68	1.6	5	EXTREMELY USEFUL
3337	78.4	8	DID NOT ATTEND BSEP CLASSES: VALID SKIP
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q021F

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW USEFUL WAS WHAT YOU LEARNED DURING BSEP CLASSES IN:

R060 - COMMUNICATING WITH OTHER SOLDIERS

RAW DATA

COLS	LENGTH
0171-0172	2

SAS DATASET POSITION
78

FREQ	PERCENT	VALUE	MEANING
170	4.0	.	NO RESPONSE
195	4.6	1	COMPLETELY USELESS
165	3.9	2	OF LITTLE USE
183	4.3	3	SOMEWHAT USEFUL
136	3.2	4	VERY USEFUL
70	1.6	5	EXTREMELY USEFUL
3337	78.4	8	DID NOT ATTEND BSEP CLASSES: VALID SKIP
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q021G

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW USEFUL WAS WHAT YOU LEARNED DURING BSEP CLASSES IN:

R061      - DECIDING TO REENLIST

RAW DATA

COLS	LENGTH
0173-0174	2

SAS DATASET POSITION
79

FREQ	PERCENT	VALUE	MEANING
165	3.9	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
308	7.2	1	COMPLETELY USELESS
154	3.6	2	OF LITTLE USE
110	2.6	3	SOMEWHAT USEFUL
106	2.5	4	VERY USEFUL
75	1.8	5	EXTREMELY USEFUL
3337	78.4	8	DID NOT ATTEND BSEP CLASSES: VALID SKIP
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q021H

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE HOW MUCH YOU AGREE OR DISAGREE WITH THE FOLLOWING  
STATEMENTS.

R062      - THE ARMY OFFERS A WIDE VARIETY OF OPPORTUNITIES TO FIND A  
              JOB YOU CAN ENJOY.

RAW DATA

COLS	LENGTH
0175-0176	2

SAS DATASET POSITION
80

FREQ	PERCENT	VALUE	MEANING
43	1.0	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
424	10.0	1	DISAGREE COMPLETELY
609	14.3	2	DISAGREE SOMEWHAT
567	13.3	3	NEITHER AGREE NOR DISAGREE
1572	36.9	4	AGREE SOMEWHAT
1039	24.4	5	AGREE COMPLETELY
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS SIMILAR TO YO10 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q022A



APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE HOW MUCH YOU AGREE OR DISAGREE WITH THE FOLLOWING  
STATEMENTS.

R063      - THE ARMY OFFERS A PHYSICALLY CHALLENGING ENVIRONMENT.

RAW DATA

COLS	LENGTH
0177-0178	2

SAS DATASET POSITION
81

FREQ	PERCENT	VALUE	MEANING
43	1.0	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
123	2.9	1	DISAGREE COMPLETELY
333	7.8	2	DISAGREE SOMEWHAT
392	9.2	3	NEITHER AGREE NOR DISAGREE
1795	42.2	4	AGREE SOMEWHAT
1569	36.9	5	AGREE COMPLETELY
4256	100.0	TOTALS	

THIS VARIABLE IS SIMILAR TO Y011 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q022B

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE HOW MUCH YOU AGREE OR DISAGREE WITH THE FOLLOWING  
STATEMENTS.

R064      - THE ARMY OFFERS AN EXPERIENCE YOU CAN BE PROUD OF.

RAW DATA

COLS	LENGTH
0179-0180	2

SAS DATASET POSITION
82

FREQ	PERCENT	VALUE	MEANING
53	1.2	.	NO RESPONSE
3	.1	A	MULTIPLE RESPONSE ERROR
187	4.4	1	DISAGREE COMPLETELY
337	7.9	2	DISAGREE SOMEWHAT
736	17.3	3	NEITHER AGREE NOR DISAGREE
1535	36.1	4	AGREE SOMEWHAT
1405	33.0	5	AGREE COMPLETELY
4256	100.0	TOTALS	

THIS VARIABLE IS SIMILAR TO Y012 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q022C

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE HOW MUCH YOU AGREE OR DISAGREE WITH THE FOLLOWING  
STATEMENTS.

R065     - THE ARMY OFFERS AN ADVANTAGE OVER GOING RIGHT FROM HIGH  
           SCHOOL TO COLLEGE.

RAW DATA

COLS	LENGTH
0181-0182	2

SAS DATASET POSITION
83

FREQ	PERCENT	VALUE	MEANING
48	1.1	.	NO RESPONSE
3	.1	A	MULTIPLE RESPONSE ERROR
356	8.4	1	DISAGREE COMPLETELY
381	9.0	2	DISAGREE SOMEWHAT
940	22.1	3	NEITHER AGREE NOR DISAGREE
1318	31.0	4	AGREE SOMEWHAT
1210	28.4	5	AGREE COMPLETELY
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS SIMILAR TO Y013 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q022D

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE HOW MUCH YOU AGREE OR DISAGREE WITH THE FOLLOWING  
STATEMENTS.

R066 - THE ARMY OFFERS AN OPPORTUNITY TO DEVELOP LEADERSHIP SKILLS.

RAW DATA

COLS	LENGTH
0183-0184	2

SAS DATASET POSITION
84

FREQ	PERCENT	VALUE	MEANING
47	1.1	.	NO RESPONSE
5	.1	A	MULTIPLE RESPONSE ERROR
109	2.6	1	DISAGREE COMPLETELY
222	5.2	2	DISAGREE SOMEWHAT
417	9.8	3	NEITHER AGREE NOR DISAGREE
1578	37.1	4	AGREE SOMEWHAT
1878	44.1	5	AGREE COMPLETELY
4256	100.0	TOTALS	

THIS VARIABLE IS SIMILAR TO Y014 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q022E

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE HOW MUCH YOU AGREE OR DISAGREE WITH THE FOLLOWING  
STATEMENTS.

R067      - THE ARMY OFFERS THE CHANCE TO WORK WITH THE LATEST HIGH-  
             TECH EQUIPMENT.

RAW DATA

COLS	LENGTH
0185-0186	2

SAS DATASET POSITION
85

FREQ	PERCENT	VALUE	MEANING
51	1.2	.	NO RESPONSE
3	.1	A	MULTIPLE RESPONSE ERROR
497	11.7	1	DISAGREE COMPLETELY
717	16.8	2	DISAGREE SOMEWHAT
921	21.6	3	NEITHER AGREE NOR DISAGREE
1343	31.6	4	AGREE SOMEWHAT
724	17.0	5	AGREE COMPLETELY
4256	100.0	TOTALS	

THIS VARIABLE IS SIMILAR TO Y015 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q022F

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE HOW MUCH YOU AGREE OR DISAGREE WITH THE FOLLOWING  
STATEMENTS.

R068      - THE ARMY OFFERS A GREAT VALUE IN YOUR CIVILIAN CAREER.  
             DEVELOPMENT

RAW DATA

COLS	LENGTH
0187-0188	2

SAS DATASET POSITION
86

FREQ	PERCENT	VALUE	MEANING
58	1.4	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
427	10.0	1	DISAGREE COMPLETELY
568	13.3	2	DISAGREE SOMEWHAT
1064	25.0	3	NEITHER AGREE NOR DISAGREE
1429	33.6	4	AGREE SOMEWHAT
709	16.7	5	AGREE COMPLETELY
4256	100.0	TOTALS	

THIS VARIABLE IS SIMILAR TO Y016 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q022G

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE HOW MUCH YOU AGREE OR DISAGREE WITH THE FOLLOWING  
STATEMENTS.

R069     - THE ARMY OFFERS AN OPPORTUNITY TO DEVELOP SELF CONFIDENCE.

RAW DATA

COLS	LENGTH
0189-0190	2

SAS DATASET POSITION
87

FREQ	PERCENT	VALUE	MEANING
50	1.2	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
156	3.7	1	DISAGREE COMPLETELY
181	4.3	2	DISAGREE SOMEWHAT
560	13.2	3	NEITHER AGREE NOR DISAGREE
1746	41.0	4	AGREE SOMEWHAT
1561	36.7	5	AGREE COMPLETELY
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS SIMILAR TO Y017 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q022H

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE HOW MUCH YOU AGREE OR DISAGREE WITH THE FOLLOWING  
STATEMENTS.

R070 - THE ARMY OFFERS AN OPPORTUNITY TO DEVELOP YOUR POTENTIAL.

RAW DATA		SAS DATASET POSITION
COLS	LENGTH	
0191-0192	2	88

FREQ	PERCENT	VALUE	MEANING
50	1.2	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
239	5.6	1	DISAGREE COMPLETELY
315	7.4	2	DISAGREE SOMEWHAT
665	15.6	3	NEITHER AGREE NOR DISAGREE
1687	39.6	4	AGREE SOMEWHAT
1298	30.5	5	AGREE COMPLETELY
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS SIMILAR TO Y018 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q0221



APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE HOW MUCH YOU AGREE OR DISAGREE WITH THE FOLLOWING  
STATEMENTS.

R071      - THE ARMY OFFERS A MENTALLY CHALLENGING EXPERIENCE.

RAW DATA

COLS	LENGTH
0193-0194	2

SAS DATASET POSITION
89

FREQ	PERCENT	VALUE	MEANING
53	1.2	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
322	7.6	1	DISAGREE COMPLETELY
406	9.5	2	DISAGREE SOMEWHAT
621	14.6	3	NEITHER AGREE NOR DISAGREE
1369	32.2	4	AGREE SOMEWHAT
1483	34.8	5	AGREE COMPLETELY
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS SIMILAR TO Y019 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q022J

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE HOW MUCH YOU AGREE OR DISAGREE WITH THE FOLLOWING  
STATEMENTS.

R072      - THE ARMY OFFERS AN OPPORTUNITY TO BECOME MORE MATURE AND  
RESPONSIBLE.

RAW DATA

COLS	LENGTH
0195-0196	2

SAS DATASET POSITION
90

FREQ	PERCENT	VALUE	MEANING
52	1.2	.	NO RESPONSE
3	.1	A	MULTIPLE RESPONSE ERROR
195	4.6	1	DISAGREE COMPLETELY
246	5.8	2	DISAGREE SOMEWHAT
501	11.8	3	NEITHER AGREE NOR DISAGREE
1485	34.9	4	AGREE SOMEWHAT
1774	41.7	5	AGREE COMPLETELY
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS SIMILAR TO Y020 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q022K

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE HOW MUCH YOU AGREE OR DISAGREE WITH THE FOLLOWING  
STATEMENTS.

R073      - THE ARMY OFFERS MANY OPPORTUNITIES FOR TRAINING IN USEFUL  
            SKILL AREAS.

RAW DATA

COLS	LENGTH
0197-0198	2

SAS DATASET POSITION
91

FREQ	PERCENT	VALUE	MEANING
48	1.1	.	NO RESPONSE
268	6.3	1	DISAGREE COMPLETELY
517	12.1	2	DISAGREE SOMEWHAT
996	23.4	3	NEITHER AGREE NOR DISAGREE
1445	34.0	4	AGREE SOMEWHAT
982	23.1	5	AGREE COMPLETELY
4256	100.0	TOTALS	

THIS VARIABLE IS SIMILAR TO Y021 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q022L

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE HOW MUCH YOU AGREE OR DISAGREE WITH THE FOLLOWING  
STATEMENTS.

R074      - THE ARMY OFFERS MANY CHANCES TO WORK WITH HIGHLY-TRAINED  
             PEOPLE.

RAW DATA

COLS	LENGTH
0199-0200	2

SAS DATASET POSITION
92

FREQ	PERCENT	VALUE	MEANING
54	1.3	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
478	11.2	1	DISAGREE COMPLETELY
765	18.0	2	DISAGREE SOMEWHAT
1052	24.7	3	NEITHER AGREE NOR DISAGREE
1286	30.2	4	AGREE SOMEWHAT
619	14.5	5	AGREE COMPLETELY
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS SIMILAR TO Y022 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q022M

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE HOW MUCH YOU AGREE OR DISAGREE WITH THE FOLLOWING  
STATEMENTS.

R075     - THE ARMY OFFERS AN EXCELLENT OPPORTUNITY TO OBTAIN MONEY  
              FOR COLLEGE OR VOCATIONAL SCHOOL.

RAW DATA

COLS	LENGTH
0201-0202	2

SAS DATASET POSITION
93

FREQ	PERCENT	VALUE	MEANING
54	1.3	.	NO RESPONSE
9	.2	A	MULTIPLE RESPONSE ERROR
75	1.8	1	DISAGREE COMPLETELY
95	2.2	2	DISAGREE SOMEWHAT
337	7.9	3	NEITHER AGREE NOR DISAGREE
1222	28.7	4	AGREE SOMEWHAT
2464	57.9	5	AGREE COMPLETELY
4256	100.0	TOTALS	

THIS VARIABLE IS SIMILAR TO Y023 IN NEW RECRUIT SURVEY.

LOCATION IN SURVEY
Q022N

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE HOW MUCH YOU AGREE OR DISAGREE WITH THE FOLLOWING  
STATEMENTS.

R076      - ARMY ROTC OFFERS A GUARANTEED FULL-TIME JOB AFTER COLLEGE.

RAW DATA

COLS	LENGTH
0203-0204	2

SAS DATASET POSITION
94

FREQ	PERCENT	VALUE	MEANING
158	3.7	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
201	4.7	1	DISAGREE COMPLETELY
195	4.6	2	DISAGREE SOMEWHAT
2454	57.7	3	NEITHER AGREE NOR DISAGREE
594	14.0	4	AGREE SOMEWHAT
652	15.3	5	AGREE COMPLETELY
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q0220

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE HOW MUCH YOU AGREE OR DISAGREE WITH THE FOLLOWING  
STATEMENTS.

R077      - ARMY ROTC OFFERS LEADERSHIP AND MANAGEMENT TRAINING.

RAW DATA

COLS	LENGTH
0205-0206	2

SAS DATASET POSITION
95

FREQ	PERCENT	VALUE	MEANING
160	3.8	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
138	3.2	1	DISAGREE COMPLETELY
113	2.7	2	DISAGREE SOMEWHAT
2287	53.7	3	NEITHER AGREE NOR DISAGREE
789	18.5	4	AGREE SOMEWHAT
767	18.0	5	AGREE COMPLETELY
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q022P

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE HOW MUCH YOU AGREE OR DISAGREE WITH THE FOLLOWING  
STATEMENTS.

R078      - ARMY ROTC TRAINING WILL HELP ME PREPARE FOR A CIVILIAN  
             CAREER.

RAW DATA

COLS	LENGTH
0207-0208	2

SAS DATASET POSITION
96

FREQ	PERCENT	VALUE	MEANING
160	3.8	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
211	5.0	1	DISAGREE COMPLETELY
197	4.6	2	DISAGREE SOMEWHAT
2569	60.4	3	NEITHER AGREE NOR DISAGREE
682	16.0	4	AGREE SOMEWHAT
436	10.2	5	AGREE COMPLETELY
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q022Q



APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

INDICATE HOW MUCH YOU AGREE OR DISAGREE WITH THE FOLLOWING  
STATEMENTS.

R079      - ARMY ROTC OFFERS AN OPPORTUNITY TO BE PART OF AN ELITE  
            GROUP OF OFFICERS.

RAW DATA		SAS DATASET POSITION
COLS	LENGTH	
0209-0210	2	97

FREQ	PERCENT	VALUE	MEANING
159	3.7	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
388	9.1	1	DISAGREE COMPLETELY
265	6.2	2	DISAGREE SOMEWHAT
2431	57.1	3	NEITHER AGREE NOR DISAGREE
560	13.2	4	AGREE SOMEWHAT
452	10.6	5	AGREE COMPLETELY
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q022R

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

WHICH OF THE FOLLOWING EDUCATIONAL PROGRAMS HAVE YOU  
ATTENDED/TAKEN WHILE ON ACTIVE DUTY?

RO80A     - DOES NOT APPLY - I DID NOT ATTEND EDUCATIONAL PROGRAMS  
             WHILE ON ACTIVE DUTY - SKIP OUT

RAW DATA

COLS	LENGTH
0211-0212	2

SAS DATASET POSITION
98

FREQ	PERCENT	VALUE	MEANING
278	6.5	.	NO RESPONSE
4	.1	L	INVALID SKIP
2631	61.8	1	MARKED
1343	31.6	0	NOT MARKED
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q023A

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

WHICH OF THE FOLLOWING EDUCATIONAL PROGRAMS HAVE YOU  
ATTENDED/TAKEN WHILE ON ACTIVE DUTY?

R080B - 4-YEAR COLLEGE OR UNIVERSITY

RAW DATA

COLS	LENGTH
0213-0214	2

SAS DATASET POSITION
99

FREQ	PERCENT	VALUE	MEANING
278	6.5	.	NO RESPONSE
2631	61.8	C	VALID SKIP
287	6.7	1	MARKED
1060	24.9	0	NOT MARKED
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q023B

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

WHICH OF THE FOLLOWING EDUCATIONAL PROGRAMS HAVE YOU  
ATTENDED/TAKEN WHILE ON ACTIVE DUTY?

R080C - 2-YEAR JUNIOR COLLEGE

RAW DATA

COLS	LENGTH
0215-0216	2

SAS DATASET POSITION
100

FREQ	PERCENT	VALUE	MEANING
278	6.5	.	NO RESPONSE
2631	61.8	C	VALID SKIP
102	2.4	1	MARKED
1245	29.3	0	NOT MARKED
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q023C

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

WHICH OF THE FOLLOWING EDUCATIONAL PROGRAMS HAVE YOU  
ATTENDED/TAKEN WHILE ON ACTIVE DUTY?

R080D     - 2-YEAR COMMUNITY COLLEGE

RAW DATA

COLS	LENGTH
0217-0218	2

SAS DATASET POSITION
101

FREQ	PERCENT	VALUE	MEANING
278	6.5	.	NO RESPONSE
2631	61.8	C	VALID SKIP
280	6.6	1	MARKED
1067	25.1	0	NOT MARKED
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q023D

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

WHICH OF THE FOLLOWING EDUCATIONAL PROGRAMS HAVE YOU  
ATTENDED/TAKEN WHILE ON ACTIVE DUTY?

R080E - COLLEGE-LEVEL CORRESPONDENCE COURSE

RAW DATA

COLS	LENGTH
0219-0220	2

SAS DATASET POSITION
102

FREQ	PERCENT	VALUE	MEANING
278	6.5	.	NO RESPONSE
2631	61.8	C	VALID SKIP
678	15.9	1	MARKED
669	15.7	0	NOT MARKED
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q023E

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

WHICH OF THE FOLLOWING EDUCATIONAL PROGRAMS HAVE YOU  
ATTENDED/TAKEN WHILE ON ACTIVE DUTY?

R080F     - HIGH SCHOOL EQUIVALENCY COURSE

RAW DATA

COLS	LENGTH
0221-0222	2

SAS DATASET POSITION
103

FREQ	PERCENT	VALUE	MEANING
278	6.5	.	NO RESPONSE
2631	61.8	C	VALID SKIP
90	2.1	1	MARKED
1257	29.5	0	NOT MARKED
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q023F

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

WHICH OF THE FOLLOWING EDUCATIONAL PROGRAMS HAVE YOU  
ATTENDED/TAKEN WHILE ON ACTIVE DUTY?

R080G     - VOCATIONAL/TECHNICAL OR BUSINESS SCHOOL

RAW DATA

COLS	LENGTH
0223-0224	2

SAS DATASET POSITION
104

FREQ	PERCENT	VALUE	MEANING
278	6.5	.	NO RESPONSE
2631	61.8	C	VALID SKIP
128	3.0	1	MARKED
1219	28.6	0	NOT MARKED
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q023G



APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW DID YOU LEARN ABOUT ARMY ROTC OPPORTUNITIES WHILE ON  
ACTIVE DUTY?

RO81A - DOES NOT APPLY - I DID NOT LEARN ABOUT ARMY ROTC  
OPPORTUNITIES - SKIP OUT

RAW DATA

COLS	LENGTH
0225-0226	2

SAS DATASET POSITION
105

FREQ	PERCENT	VALUE	MEANING
293	6.9	.	NO RESPONSE
5	.1	L	INVALID SKIP
2702	63.5	1	MARKED
1256	29.5	0	NOT MARKED
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q024A

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW DID YOU LEARN ABOUT ARMY ROTC OPPORTUNITIES WHILE ON  
ACTIVE DUTY?

R081B     - FROM ADVERTISEMENTS

RAW DATA

COLS	LENGTH
0227-0228	2

SAS DATASET POSITION
106

FREQ	PERCENT	VALUE	MEANING
293	6.9	.	NO RESPONSE
2702	63.5	C	VALID SKIP
397	9.3	1	MARKED
864	20.3	0	NOT MARKED
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q024B

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW DID YOU LEARN ABOUT ARMY ROTC OPPORTUNITIES WHILE ON  
ACTIVE DUTY?

R081C - FROM THE ARMY EDUCATION CENTER

RAW DATA

COLS	LENGTH
0229-0230	2

SAS DATASET POSITION
107

FREQ	PERCENT	VALUE	MEANING
293	6.9	.	NO RESPONSE
2702	63.5	C	VALID SKIP
318	7.5	1	MARKED
943	22.2	0	NOT MARKED
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q024C

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW DID YOU LEARN ABOUT ARMY ROTC OPPORTUNITIES WHILE ON  
ACTIVE DUTY?

R081D - FROM A MEMBER OF MY CHAIN OF COMMAND

RAW DATA		SAS DATASET POSITION
COLS	LENGTH	
0231-0232	2	108

FREQ	PERCENT	VALUE	MEANING
293	6.9	.	NO RESPONSE
2702	63.5	C	VALID SKIP
400	9.4	1	MARKED
861	20.2	0	NOT MARKED
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q024D

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW DID YOU LEARN ABOUT ARMY ROTC OPPORTUNITIES WHILE ON  
ACTIVE DUTY?

RO81E - FROM AN ARMY ROTC CADRE MEMBER

RAW DATA

COLS	LENGTH
0233-0234	2

SAS DATASET POSITION
109

FREQ	PERCENT	VALUE	MEANING
293	6.9	.	NO RESPONSE
2702	63.5	C	VALID SKIP
172	4.0	1	MARKED
1089	25.6	0	NOT MARKED
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q024E

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW DID YOU LEARN ABOUT ARMY ROTC OPPORTUNITIES WHILE ON  
ACTIVE DUTY?

R081F     - OTHER

RAW DATA

COLS	LENGTH
0235-0236	2

SAS DATASET POSITION
110

FREQ	PERCENT	VALUE	MEANING
293	6.9	.	NO RESPONSE
2702	63.5	C	VALID SKIP
483	11.3	1	MARKED
778	18.3	0	NOT MARKED
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q024F

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

RO82      - IS THE TIME IT WOULD TAKE YOU TO OBTAIN A COLLEGE DEGREE  
WHILE IN THE ARMY ACCEPTABLE TO YOU?

RAW DATA

COLS	LENGTH
0237-0238	2

SAS DATASET POSITION
111

FREQ	PERCENT	VALUE	MEANING
113	2.7	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
1516	35.6	1	YES
2626	61.7	2	NO
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q025

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

R083      - HOW LONG WOULD IT TAKE YOU TO OBTAIN A COLLEGE DEGREE WHILE  
SERVING IN THE ARMY?

RAW DATA

COLS	LENGTH
0239-0240	2

SAS DATASET POSITION
112

FREQ	PERCENT	VALUE	MEANING
202	4.7	.	NO RESPONSE
6	.1	A	MULTIPLE RESPONSE ERROR
1195	28.1	1	4 YEARS OR LESS
684	16.1	2	5 YEARS
908	21.3	3	6 YEARS
356	8.4	4	7 YEARS
905	21.3	5	MORE THAN 7 YEARS
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q026



APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

R084      - IF YOU LEFT THE ARMY TODAY FOR A CIVILIAN JOB, HOW MUCH DO  
            YOU THINK YOU COULD EARN?

RAW DATA

COLS	LENGTH
0241-0242	2

SAS DATASET POSITION
113

FREQ	PERCENT	VALUE	MEANING
88	2.1	.	NO RESPONSE
8	.2	A	MULTIPLE RESPONSE ERROR
797	18.7	1	\$0 TO \$14,999 YEARLY
1210	28.4	2	\$15,000 TO \$18,999 YEARLY
1093	25.7	3	\$19,000 TO \$22,999 YEARLY
571	13.4	4	\$23,000 TO \$26,999 YEARLY
489	11.5	5	\$27,000 OR MORE YEARLY
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q027

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

R085     - IF YOU HAD TO CHANGE YOUR CURRENT MOS IN ORDER TO REENLIST,  
              WOULD YOU REENLIST?

RAW DATA

COLS	LENGTH
0243-0244	2

SAS DATASET POSITION
114

FREQ	PERCENT	VALUE	MEANING
57	1.3	.	NO RESPONSE
5	.1	A	MULTIPLE RESPONSE ERROR
1025	24.1	1	DEFINITELY NOT
691	16.2	2	PROBABLY NOT
580	13.6	3	DON'T KNOW
1165	27.4	4	PROBABLY
733	17.2	5	DEFINITELY
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q028

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

R086 - SOME OF THE ACCUMULATION OF PROMOTION POINTS IS LINKED TO  
LENGTH OF ENLISTMENT. HOW FAIR IS THIS?

RAW DATA

COLS	LENGTH
0245-0246	2

SAS DATASET POSITION
115

FREQ	PERCENT	VALUE	MEANING
75	1.8	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
740	17.4	1	VERY UNFAIR
1164	27.3	2	SOMEWHAT UNFAIR
756	17.8	3	NEITHER FAIR NOR UNFAIR
1108	26.0	4	SOMEWHAT FAIR
411	9.7	5	VERY FAIR
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q029

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

R087      - THE ARMY PROMOTES ONLY TO THE NUMBER OF SOLDIERS THAT ARE  
NEEDED IN EACH MOS. HOW FAIR DO YOU THINK THIS PART OF THE  
PROMOTION SYSTEM IS?

RAW DATA

COLS	LENGTH
0247-0248	2

SAS DATASET POSITION
116

FREQ	PERCENT	VALUE	MEANING
66	1.6	.	NO RESPONSE
1141	26.8	1	VERY UNFAIR
1346	31.6	2	SOMEWHAT UNFAIR
641	15.1	3	NEITHER FAIR NOR UNFAIR
748	17.6	4	SOMEWHAT FAIR
314	7.4	5	VERY FAIR
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q030

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW LIKELY IS IT THAT YOU WOULD REENLIST IF THE ARMY WOULD  
GUARANTEE EACH OF THE FOLLOWING:

R088      - AN OPTION TO TRANSFER YOUR ARMY COLLEGE FUND/NEW GI BILL  
            (I.E., EDUCATIONAL BENEFITS) TO A FAMILY MEMBER

RAW DATA

COLS	LENGTH
0249-0250	2

SAS DATASET POSITION
117

FREQ	PERCENT	VALUE	MEANING
127	3.0	.	NO RESPONSE
916	21.5	1	DEFINITELY NOT
788	18.5	2	PROBABLY NOT
687	16.1	3	DON'T KNOW
1038	24.4	4	PROBABLY
700	16.4	5	DEFINITELY
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q031A

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW LIKELY IS IT THAT YOU WOULD REENLIST IF THE ARMY WOULD  
GUARANTEE EACH OF THE FOLLOWING:

R089      - TIME OFF DURING THE WEEK TO ATTEND COLLEGE

RAW DATA

COLS	LENGTH
0251-0252	2

SAS DATASET POSITION
118

FREQ	PERCENT	VALUE	MEANING
103	2.4	.	NO RESPONSE
460	10.8	1	DEFINITELY NOT
476	11.2	2	PROBABLY NOT
264	6.2	3	DON'T KNOW
1515	35.6	4	PROBABLY
1438	33.8	5	DEFINITELY
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q0318

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW LIKELY IS IT THAT YOU WOULD REENLIST IF THE ARMY WOULD  
GUARANTEE EACH OF THE FOLLOWING:

R090     - RECEIVE A YEAR OFF (WITHOUT PAY) TO PURSUE A COLLEGE DEGREE  
           WHILE USING YOUR NEW GI BILL ARMY COLLEGE FUNDS

RAW DATA

COLS	LENGTH
0253-0254	2

SAS DATASET POSITION
119

FREQ	PERCENT	VALUE	MEANING
132	3.1	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
726	17.1	1	DEFINITELY NOT
788	18.5	2	PROBABLY NOT
423	9.9	3	DON'T KNOW
1201	28.2	4	PROBABLY
984	23.1	5	DEFINITELY
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q031C

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW LIKELY IS IT THAT YOU WOULD REENLIST IF THE ARMY WOULD  
GUARANTEE EACH OF THE FOLLOWING:

R091 - PROMOTION TO E-5 IN 45 MONTHS

RAW DATA

COLS	LENGTH
0255-0256	2

SAS DATASET POSITION
120

FREQ	PERCENT	VALUE	MEANING
129	3.0	.	NO RESPONSE
6	.1	A	MULTIPLE RESPONSE ERROR
907	21.3	1	DEFINITELY NOT
828	19.5	2	PROBABLY NOT
344	8.1	3	DON'T KNOW
1000	23.5	4	PROBABLY
1042	24.5	5	DEFINITELY
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q031D



APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW LIKELY IS IT THAT YOU WOULD REENLIST IF THE ARMY WOULD  
GUARANTEE EACH OF THE FOLLOWING:

R092      - CASH BONUS OF \$4,000

RAW DATA

COLS	LENGTH
0257-0258	2

SAS DATASET POSITION
121

FREQ	PERCENT	VALUE	MEANING
161	3.8	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
1112	26.1	1	DEFINITELY NOT
1088	25.6	2	PROBABLY NOT
418	9.8	3	DON'T KNOW
867	20.4	4	PROBABLY
608	14.3	5	DEFINITELY
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q031E

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW LIKELY IS IT THAT YOU WOULD REENLIST IF THE ARMY WOULD  
GUARANTEE EACH OF THE FOLLOWING:

R093      - CASH BONUS OF \$8,000

RAW DATA

COLS	LENGTH
0259-0260	2

SAS DATASET POSITION
122

FREQ	PERCENT	VALUE	MEANING
154	3.6	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
961	22.6	1	DEFINITELY NOT
942	22.1	2	PROBABLY NOT
364	8.6	3	DON'T KNOW
1039	24.4	4	PROBABLY
794	18.7	5	DEFINITELY
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q031F

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW LIKELY IS IT THAT YOU WOULD REENLIST IF THE ARMY WOULD  
GUARANTEE EACH OF THE FOLLOWING:

R094 - CASH BONUS OF \$12,000

RAW DATA

COLS	LENGTH
0261-0262	2

SAS DATASET POSITION
123

FREQ	PERCENT	VALUE	MEANING
146	3.4	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
695	16.3	1	DEFINITELY NOT
726	17.1	2	PROBABLY NOT
292	6.9	3	DON'T KNOW
1106	26.0	4	PROBABLY
1290	30.3	5	DEFINITELY
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q031G

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW LIKELY IS IT THAT YOU WOULD REENLIST IF THE ARMY WOULD  
GUARANTEE EACH OF THE FOLLOWING:

R095      - CASH BONUS OF \$16,000

RAW DATA

COLS	LENGTH
0263-0264	2

SAS DATASET POSITION
124

FREQ	PERCENT	VALUE	MEANING
150	3.5	.	NO RESPONSE
5	.1	A	MULTIPLE RESPONSE ERROR
570	13.4	1	DEFINITELY NOT
453	10.6	2	PROBABLY NOT
244	5.7	3	DON'T KNOW
1125	26.4	4	PROBABLY
1709	40.2	5	DEFINITELY
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q031H

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

HOW LIKELY IS IT THAT YOU WOULD REENLIST IF THE ARMY WOULD  
GUARANTEE EACH OF THE FOLLOWING:

R096      - CASH BONUS OF \$20,000

RAW DATA

COLS	LENGTH
0265-0266	2

SAS DATASET POSITION
125

FREQ	PERCENT	VALUE	MEANING
117	2.7	.	NO RESPONSE
7	.2	A	MULTIPLE RESPONSE ERROR
381	9.0	1	DEFINITELY NOT
268	6.3	2	PROBABLY NOT
230	5.4	3	DON'T KNOW
782	18.4	4	PROBABLY
2471	58.1	5	DEFINITELY
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q0311

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

THE ARMY IS EXPLORING WAYS TO MAKE REENLISTMENT MORE ATTRACTIVE. WOULD YOU PREFER A CASH BONUS OR THE ARMY'S GUARANTEE OF A PROMOTION TO E-5 IN 45 MONTHS?

R097 - IF BONUS AMOUNT IS: \$4,000

RAW DATA

COLS	LENGTH
0267-0268	2

SAS DATASET POSITION
126

FREQ	PERCENT	VALUE	MEANING
269	6.3	.	NO RESPONSE
9	.2	A	MULTIPLE RESPONSE ERROR
933	21.9	1	PREFER BONUS
3045	71.5	2	PREFER PROMOTION
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q032A

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

THE ARMY IS EXPLORING WAYS TO MAKE REENLISTMENT MORE ATTRACTIVE. WOULD YOU PREFER A CASH BONUS OR THE ARMY'S GUARANTEE OF A PROMOTION TO E-5 IN 45 MONTHS?

R098 - IF BONUS AMOUNT IS: \$8,000

RAW DATA

COLS	LENGTH
0269-0270	2

SAS DATASET POSITION
127

FREQ	PERCENT	VALUE	MEANING
273	6.4	.	NO RESPONSE
10	.2	A	MULTIPLE RESPONSE ERROR
1432	33.6	1	PREFER BONUS
2541	59.7	2	PREFER PROMOTION
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q032B

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

THE ARMY IS EXPLORING WAYS TO MAKE REENLISTMENT MORE ATTRACTIVE. WOULD YOU PREFER A CASH BONUS OR THE ARMY'S GUARANTEE OF A PROMOTION TO E-5 IN 45 MONTHS?

R099 - IF BONUS AMOUNT IS: \$12,000

RAW DATA

COLS	LENGTH
0271-0272	2

SAS DATASET POSITION
128

FREQ	PERCENT	VALUE	MEANING
280	6.6	.	NO RESPONSE
6	.1	A	MULTIPLE RESPONSE ERROR
2681	63.0	1	PREFER BONUS
1289	30.3	2	PREFER PROMOTION
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q032C



APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

THE ARMY IS EXPLORING WAYS TO MAKE REENLISTMENT MORE ATTRACTIVE. WOULD YOU PREFER A CASH BONUS OR THE ARMY'S GUARANTEE OF A PROMOTION TO E-5 IN 45 MONTHS?

R100 - IF BONUS AMOUNT IS: \$16,000

RAW DATA

COLS	LENGTH
0273-0274	2

SAS DATASET POSITION
129

FREQ	PERCENT	VALUE	MEANING
277	6.5	.	NO RESPONSE
4	.1	A	MULTIPLE RESPONSE ERROR
3439	80.8	1	PREFER BONUS
536	12.6	2	PREFER PROMOTION
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q032D

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

THE ARMY IS EXPLORING WAYS TO MAKE REENLISTMENT MORE ATTRACTIVE. WOULD YOU PREFER A CASH BONUS OR THE ARMY'S GUARANTEE OF A PROMOTION TO E-5 IN 45 MONTHS?

R101 - IF BONUS AMOUNT IS: \$20,000

RAW DATA		SAS DATASET POSITION
COLS	LENGTH	
0275-0276	2	130

FREQ	PERCENT	VALUE	MEANING
198	4.7	.	NO RESPONSE
7	.2	A	MULTIPLE RESPONSE ERROR
3787	89.0	1	PREFER BONUS
264	6.2	2	PREFER PROMOTION
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q032E

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

WHAT DO YOU THINK ABOUT THE CURRENT PROMOTION POINT  
ALLOCATION FROM EACH OF THE FOLLOWING SOURCES?

R102      - COMMANDERS RECOMMENDATION

RAW DATA

COLS	LENGTH
0277-0278	2

SAS DATASET POSITION
131

FREQ	PERCENT	VALUE	MEANING
151	3.5	.	NO RESPONSE
3	.1	A	MULTIPLE RESPONSE ERROR
364	8.6	1	WAY TOO FEW POINTS GIVEN
443	10.4	2	
2825	66.4	3	ABOUT RIGHT
292	6.9	4	
178	4.2	5	WAY TOO MANY POINTS GIVEN
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q033A

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

WHAT DO YOU THINK ABOUT THE CURRENT PROMOTION POINT  
ALLOCATION FROM EACH OF THE FOLLOWING SOURCES?

R103      - SKILL QUALIFICATION TEST (SQT)

RAW DATA

COLS	LENGTH
0279-0280	2

SAS DATASET POSITION
132

FREQ	PERCENT	VALUE	MEANING
148	3.5	.	NO RESPONSE
401	9.4	1	WAY TOO FEW POINTS GIVEN
583	13.7	2	
2777	65.2	3	ABOUT RIGHT
239	5.6	4	
108	2.5	5	WAY TOO MANY POINTS GIVEN
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q033B

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

WHAT DO YOU THINK ABOUT THE CURRENT PROMOTION POINT  
ALLOCATION FROM EACH OF THE FOLLOWING SOURCES?

R104      - PHYSICAL FITNESS TEST (PT)

RAW DATA

COLS	LENGTH
0281-0282	2

SAS DATASET POSITION
133

FREQ	PERCENT	VALUE	MEANING
152	3.6	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
1129	26.5	1	WAY TOO FEW POINTS GIVEN
1120	26.3	2	
1585	37.2	3	ABOUT RIGHT
187	4.4	4	
81	1.9	5	WAY TOO MANY POINTS GIVEN
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q033C

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

WHAT DO YOU THINK ABOUT THE CURRENT PROMOTION POINT  
ALLOCATION FROM EACH OF THE FOLLOWING SOURCES?

R105      - WEAPONS QUALIFICATION

RAW DATA

COLS	LENGTH
0283-0284	2

SAS DATASET POSITION
134

FREQ	PERCENT	VALUE	MEANING
160	3.8	.	NO RESPONSE
4	.1	A	MULTIPLE RESPONSE ERROR
714	16.8	1	WAY TOO FEW POINTS GIVEN
921	21.6	2	
2142	50.3	3	ABOUT RIGHT
230	5.4	4	
85	2.0	5	WAY TOO MANY POINTS GIVEN
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q033D

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

WHAT DO YOU THINK ABOUT THE CURRENT PROMOTION POINT  
ALLOCATION FROM EACH OF THE FOLLOWING SOURCES?

R106      - CIVILIAN EDUCATION

RAW DATA

COLS	LENGTH
0285-0286	2

SAS DATASET POSITION
135

FREQ	PERCENT	VALUE	MEANING
161	3.8	.	NO RESPONSE
8	.2	A	MULTIPLE RESPONSE ERROR
905	21.3	1	WAY TOO FEW POINTS GIVEN
848	19.9	2	
1742	40.9	3	ABOUT RIGHT
338	7.9	4	
254	6.0	5	WAY TOO MANY POINTS GIVEN
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q033E

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

WHAT DO YOU THINK ABOUT THE CURRENT PROMOTION POINT  
ALLOCATION FROM EACH OF THE FOLLOWING SOURCES?

R107      - AWARDS

RAW DATA

COLS	LENGTH
0287-0288	2

SAS DATASET POSITION
136

FREQ	PERCENT	VALUE	MEANING
161	3.8	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
1072	25.2	1	WAY TOO FEW POINTS GIVEN
1122	26.4	2	
1643	38.6	3	ABOUT RIGHT
178	4.2	4	
78	1.8	5	WAY TOO MANY POINTS GIVEN
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q033F



APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

WHAT DO YOU THINK ABOUT THE CURRENT PROMOTION POINT  
ALLOCATION FROM EACH OF THE FOLLOWING SOURCES?

R108      - MILITARY EDUCATION

RAW DATA

COLS	LENGTH
0289-0290	2

SAS DATASET POSITION
137

FREQ	PERCENT	VALUE	MEANING
150	3.5	.	NO RESPONSE
547	12.9	1	WAY TOO FEW POINTS GIVEN
891	20.9	2	
2158	50.7	3	ABOUT RIGHT
337	7.9	4	
173	4.1	5	WAY TOO MANY POINTS GIVEN
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q033G

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

WHAT DO YOU THINK ABOUT THE CURRENT PROMOTION POINT  
ALLOCATION FROM EACH OF THE FOLLOWING SOURCES?

R109      - PROMOTION BOARD

RAW DATA

COLS	LENGTH
0291-0292	2

SAS DATASET POSITION
138

FREQ	PERCENT	VALUE	MEANING
145	3.4	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
370	8.7	1	WAY TOO FEW POINTS GIVEN
499	11.7	2	
2766	65.0	3	ABOUT RIGHT
317	7.4	4	
157	3.7	5	WAY TOO MANY POINTS GIVEN
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q033H

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THIS SECTION INDICATE HOW MUCH YOU AGREE WITH THE  
FOLLOWING LIST OF STATEMENTS.

R110      - REENLISTMENT ADVERTISING (E.G., RADIO SPOTS, PRINTED  
             MATERIAL, NOVELTY ITEMS) REALLY HAS NO EFFECT ON MY DECISION  
             TO REENLIST.

RAW DATA

COLS	LENGTH
0293-0294	2

SAS DATASET POSITION
139

FREQ	PERCENT	VALUE	MEANING
68	1.6	.	NO RESPONSE
3	.1	A	MULTIPLE RESPONSE ERROR
171	4.0	1	STRONGLY DISAGREE
305	7.2	2	DISAGREE
708	16.6	3	AGREE/DISAGREE
1130	26.6	4	AGREE
1871	44.0	5	STRONGLY AGREE
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q034A

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THIS SECTION INDICATE HOW MUCH YOU AGREE WITH THE  
FOLLOWING LIST OF STATEMENTS.

R111     - A CHAIN OF COMMAND THAT CARES ABOUT THE INDIVIDUAL SOLDIER  
           CAN INFLUENCE MY REENLISTMENT DECISION POSITIVELY.

RAW DATA		SAS DATASET POSITION
COLS	LENGTH	
0295-0296	2	140

FREQ	PERCENT	VALUE	MEANING
67	1.6	.	NO RESPONSE
7	.2	A	MULTIPLE RESPONSE ERROR
285	6.7	1	STRONGLY DISAGREE
266	6.3	2	DISAGREE
565	13.3	3	AGREE/DISAGREE
1365	32.1	4	AGREE
1701	40.0	5	STRONGLY AGREE
4256	100.2	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q034B

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THIS SECTION INDICATE HOW MUCH YOU AGREE WITH THE  
FOLLOWING LIST OF STATEMENTS.

R112      - THE REENLISTMENT ADVERTISING I HAVE SEEN, HEARD, OR READ  
ADDRESSES THE CONCERNS THAT I HAVE ABOUT CONTINUED SERVICE  
IN THE ARMY.

RAW DATA

COLS	LENGTH
0297-0298	2

SAS DATASET POSITION
141

FREQ	PERCENT	VALUE	MEANING
91	2.1	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
694	16.3	1	STRONGLY DISAGREE
910	21.4	2	DISAGREE
1930	45.3	3	AGREE/DISAGREE
469	11.0	4	AGREE
161	3.8	5	STRONGLY AGREE
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q034C

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THIS SECTION INDICATE HOW MUCH YOU AGREE WITH THE  
FOLLOWING LIST OF STATEMENTS.

R113      - ARMY ADVERTISING MAKES ME FEEL GOOD ABOUT BEING IN THE ARMY.

RAW DATA

COLS	LENGTH
0299-0300	2

SAS DATASET POSITION
142

FREQ	PERCENT	VALUE	MEANING
102	2.4	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
574	13.5	1	STRONGLY DISAGREE
664	15.6	2	DISAGREE
1710	40.2	3	AGREE/DISAGREE
922	21.7	4	AGREE
283	6.6	5	STRONGLY AGREE
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q034D

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THIS SECTION INDICATE HOW MUCH YOU AGREE WITH THE  
FOLLOWING LIST OF STATEMENTS.

R114      - IT BOTHERS ME THAT ARMY ADVERTISING DOES NOT REALISTICALLY  
             PORTRAY LIFE IN THE ARMY.

RAW DATA

COLS	LENGTH
0301-0302	2

SAS DATASET POSITION
143

FREQ	PERCENT	VALUE	MEANING
81	1.9	.	NO RESPONSE
8	.2	A	MULTIPLE RESPONSE ERROR
80	1.9	1	STRONGLY DISAGREE
164	3.9	2	DISAGREE
744	17.5	3	AGREE/DISAGREE
1265	29.7	4	AGREE
1914	45.0	5	STRONGLY AGREE
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q034E

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THIS SECTION INDICATE HOW MUCH YOU AGREE WITH THE  
FOLLOWING LIST OF STATEMENTS.

R115      - OBTAINING A COLLEGE DEGREE IS VERY IMPORTANT TO ME.

RAW DATA

COLS	LENGTH
0303-0304	2

SAS DATASET POSITION
144

FREQ	PERCENT	VALUE	MEANING
80	1.9	.	NO RESPONSE
4	.1	A	MULTIPLE RESPONSE ERROR
50	1.2	1	STRONGLY DISAGREE
129	3.0	2	DISAGREE
638	15.0	3	AGREE/DISAGREE
878	20.6	4	AGREE
2477	58.2	5	STRONGLY AGREE
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q034F



APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THIS SECTION INDICATE HOW MUCH YOU AGREE WITH THE  
FOLLOWING LIST OF STATEMENTS.

R116      - TO BE SUCCESSFUL IN THE ARMY YOU NEED A COLLEGE EDUCATION.

RAW DATA

COLS	LENGTH
0305-0306	2

SAS DATASET POSITION
145

FREQ	PERCENT	VALUE	MEANING
78	1.8	.	NO RESPONSE
8	.2	A	MULTIPLE RESPONSE ERROR
500	11.7	1	STRONGLY DISAGREE
614	14.4	2	DISAGREE
984	23.1	3	AGREE/DISAGREE
1046	24.6	4	AGREE
1026	24.1	5	STRONGLY AGREE
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q034G

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THIS SECTION INDICATE HOW MUCH YOU AGREE WITH THE  
FOLLOWING LIST OF STATEMENTS.

R117      - I CAN GET DUTY TIME OFF FOR COLLEGE COURSES.

RAW DATA

COLS	LENGTH
0307-0308	2

SAS DATASET POSITION
146

FREQ	PERCENT	VALUE	MEANING
80	1.9	.	NO RESPONSE
4	.1	A	MULTIPLE RESPONSE ERROR
1492	35.1	1	STRONGLY DISAGREE
883	20.7	2	DISAGREE
873	20.5	3	AGREE/DISAGREE
570	13.4	4	AGREE
354	8.3	5	STRONGLY AGREE
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q034H

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THIS SECTION INDICATE HOW MUCH YOU AGREE WITH THE  
FOLLOWING LIST OF STATEMENTS.

R118      - FIELD EXERCISES AND TRAINING DO NOT INTERFERE WITH MY  
             OFF-DUTY EDUCATION.

RAW DATA

COLS	LENGTH
0309-0310	2

SAS DATASET POSITION
147

FREQ	PERCENT	VALUE	MEANING
94	2.2	.	NO RESPONSE
7	.2	A	MULTIPLE RESPONSE ERROR
1921	45.1	1	STRONGLY DISAGREE
814	19.1	2	DISAGREE
899	21.1	3	AGREE/DISAGREE
311	7.3	4	AGREE
210	4.9	5	STRONGLY AGREE
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q0341

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THIS SECTION INDICATE HOW MUCH YOU AGREE WITH THE  
FOLLOWING LIST OF STATEMENTS.

R119      - OBTAINING A COLLEGE DEGREE WHILE IN THE ARMY IS A VERY  
              DIFFICULT THING TO DO.

RAW DATA

COLS	LENGTH
0311-0312	2

SAS DATASET POSITION
148

FREQ	PERCENT	VALUE	MEANING
111	2.6	.	NO RESPONSE
9	.2	A	MULTIPLE RESPONSE ERROR
157	3.7	1	STRONGLY DISAGREE
258	6.1	2	DISAGREE
701	16.5	3	AGREE/DISAGREE
1236	29.0	4	AGREE
1784	41.9	5	STRONGLY AGREE
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q034J

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THIS SECTION INDICATE HOW MUCH YOU AGREE WITH THE  
FOLLOWING LIST OF STATEMENTS.

R120      - I HAVE HAD THE OPPORTUNITIES TO TAKE SOME COLLEGE COURSES  
             WHILE IN THE ARMY BUT HAVE NOT DONE SO.

RAW DATA

COLS	LENGTH
0313-0314	2

SAS DATASET POSITION
149

FREQ	PERCENT	VALUE	MEANING
95	2.2	.	NO RESPONSE
4	.1	A	MULTIPLE RESPONSE ERROR
1142	26.8	1	STRONGLY DISAGREE
1018	23.9	2	DISAGREE
858	20.2	3	AGREE/DISAGREE
904	21.2	4	AGREE
235	5.5	5	STRONGLY AGREE
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q034K

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THIS SECTION INDICATE HOW MUCH YOU AGREE WITH THE  
FOLLOWING LIST OF STATEMENTS.

R121 - PASSING THE SKILL QUALIFICATION TEST (SQT) SHOULD BE A  
PREREQUISITE OF PROMOTION.

RAW DATA

COLS	LENGTH
0315-0316	2

SAS DATASET POSITION
150

FREQ	PERCENT	VALUE	MEANING
84	2.0	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
163	3.8	1	STRONGLY DISAGREE
195	4.6	2	DISAGREE
725	17.0	3	AGREE/DISAGREE
1313	30.9	4	AGREE
1775	41.7	5	STRONGLY AGREE
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q034L

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THIS SECTION INDICATE HOW MUCH YOU AGREE WITH THE  
FOLLOWING LIST OF STATEMENTS.

R122 - SOLDIERS WHO HAVE SERVED LONGER IN THEIR MOS SHOULD BE  
REQUIRED TO ACHIEVE HIGHER SCORES TO PASS THE SQT.

RAW DATA

COLS	LENGTH
0317-0318	2

SAS DATASET POSITION
151

FREQ	PERCENT	VALUE	MEANING
86	2.0	.	NO RESPONSE
4	.1	A	MULTIPLE RESPONSE ERROR
482	11.3	1	STRONGLY DISAGREE
848	19.9	2	DISAGREE
1244	29.2	3	AGREE/DISAGREE
925	21.7	4	AGREE
667	15.7	5	STRONGLY AGREE
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q034M

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THIS SECTION INDICATE HOW MUCH YOU AGREE WITH THE  
FOLLOWING LIST OF STATEMENTS.

R123     - A PASSING SQT SCORE SHOULD BE REQUIRED FOR REENLISTMENT  
             ELIGIBILITY.

RAW DATA		SAS DATASET POSITION
COLS	LENGTH	
0319-0320	2	152

FREQ	PERCENT	VALUE	MEANING
114	2.7	.	NO RESPONSE
2		A	MULTIPLE RESPONSE ERROR
222	5.2	1	STRONGLY DISAGREE
321	7.5	2	DISAGREE
851	20.0	3	AGREE/DISAGREE
1398	32.8	4	AGREE
1348	31.7	5	STRONGLY AGREE
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q034N



APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THIS SECTION INDICATE HOW MUCH YOU AGREE WITH THE  
FOLLOWING LIST OF STATEMENTS.

R124 - PROMOTION AND REENLISTMENT PREFERENCE SHOULD BE GIVEN TO  
SOLDIERS WHO ACHIEVE HIGHER SQT SCORES.

RAW DATA

COLS	LENGTH
0321-0322	2

SAS DATASET POSITION
153

FREQ	PERCENT	VALUE	MEANING
89	2.1	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
302	7.1	1	STRONGLY DISAGREE
541	12.7	2	DISAGREE
1036	24.3	3	AGREE/DISAGREE
1191	28.0	4	AGREE
1096	25.8	5	STRONGLY AGREE
4256	100.0	TOTALS	

LOCATION IN SURVEY
Q0340

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THIS SECTION INDICATE HOW MUCH YOU AGREE WITH THE  
FOLLOWING LIST OF STATEMENTS.

- R125     - A SOLDIER WHO ENLISTS FOR 3 YEARS SHOULD HAVE AN  
          OPPORTUNITY FOR PROMOTION TO E-5 BEFORE HIS/HER EXPIRATION  
          OF TERM OF SERVICE (ETS) DATE.

RAW DATA		SAS DATASET POSITION
COLS	LENGTH	
0323-0324	2	154

FREQ	PERCENT	VALUE	MEANING
81	1.9	.	NO RESPONSE
3	.1	A	MULTIPLE RESPONSE ERROR
207	4.9	1	STRONGLY DISAGREE
312	7.3	2	DISAGREE
766	18.0	3	AGREE/DISAGREE
1297	30.5	4	AGREE
1590	37.4	5	STRONGLY AGREE
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q034P

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

IN THIS SECTION INDICATE HOW MUCH YOU AGREE WITH THE  
FOLLOWING LIST OF STATEMENTS.

R126      - THE ARMY SHOULD HAVE HIGHER STANDARDS FOR REENLISTMENT.

RAW DATA

COLS	LENGTH
0325-0326	2

SAS DATASET POSITION
155

FREQ	PERCENT	VALUE	MEANING
74	1.7	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
247	5.8	1	STRONGLY DISAGREE
546	12.8	2	DISAGREE
1892	44.5	3	AGREE/DISAGREE
763	17.9	4	AGREE
733	17.2	5	STRONGLY AGREE
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q034Q

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

XTCAT    - CROSSING VARIABLE - TEST CATEGORY OF MALE HSDG/POST  
          (1980 YOUTH NORMS REVISED TABLES).

RAW DATA

COLS	LENGTH
0327-0328	2

SAS DATASET POSITION
156

FREQ	PERCENT	VALUE	MEANING
610	14.3	.	
92	2.2	1	4
1047	24.6	2	3B
921	21.6	3	3A
1586	37.3	4	1&2
4256	100.0	TOTALS	

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

XSEX      - CROSSING VARIABLE - GENDER.

RAW DATA	
COLS	LENGTH
0329-0330	2

SAS DATASET POSITION
157

FREQ	PERCENT	VALUE	MEANING
3805	89.4	1	MALE
451	10.6	2	FEMALE
4256	100.0	TOTALS	

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

XASSIGN - CROSSING VARIABLE - DUTY ASSIGNMENT

RAW DATA		
COLS	LENGTH	SAS DATASET POSITION
0331-0332	2	158

FREQ	PERCENT	VALUE	MEANING
2673	62.8	1	CONUS
1283	30.1	2	APO NEW YORK
65	1.5	3	APO MIAMI
235	5.5	4	APO SAN FRANCISCO
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

XACFCEB - CROSSING VARIABLE - ACF/CASH INCENTIVES OF MALE 1-111A  
HSDG/POST RESPONDENTS (DELINKED ONLY).

RAW DATA

COLS	LENGTH
0333-0334	2

SAS DATASET POSITION
159

FREQ	PERCENT	VALUE	MEANING
2389	56.1	.	
839	19.7	1	NEITHER
308	7.2	2	BONUS
720	16.9	3	ACF
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

XORIGNRS - CROSSING VARIABLE - WHEN THE NRS WAS COMPLETED

RAW DATA

COLS	LENGTH
0335-0336	2

SAS DATASET POSITION
160

FREQ	PERCENT	VALUE	MEANING
2093	49.2	60	1986
997	23.4	71	1987 - T1
756	17.8	72	1987 - T2
410	9.6	73	1987 - T3
4256	100.0	TOTALS	



APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

SEX        - SEX AS REPORTED ON MEPRS/REQUEST.

RAW DATA	
COLS	LENGTH
0337-0338	2

SAS DATASET POSITION
161

FREQ	PERCENT	VALUE	MEANING
3805	89.4	1	MALE
451	10.6	2	FEMALE
4256	100.0	TOTALS	

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

EDLEV - EDUCATION CERTIFICATION.

RAW DATA		SAS DATASET POSITION
COLS	LENGTH	
0339-0340	2	162

FREQ	PERCENT	VALUE	MEANING
60	1.4	0	< HS DIPLOMA
1		1	CERTIFICATE OF COMPLETION OR ATTENDANCE
69	1.6	2	GED
3	.1	3	IN HIGH SCHOOL
3971	93.3	4	HSDG
6	.1	5	COLLEGE EQUIVALENCY
42	1.0	7	ASSOCIATE (AA)
104	2.4	9	BA/BS OR HIGHER
4256	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

XEDLEV - CROSSING VARIABLE - HIGHEST EDUCATION RA.

RAW DATA

COLS	LENGTH
0341-0342	2

SAS DATASET POSITION
163

FREQ	PERCENT	VALUE	MEANING
152	3.6	1	POST
3971	93.3	2	HSDG
133	3.1	3	NHSG
4256	100.0	TOTALS	

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

TCAT      - TEST CATEGORY (1980 YOUTH NORMS REVISED TABLES).

RAW DATA		SAS DATASET POSITION
COLS	LENGTH	
0343-0344	2	164

FREQ	PERCENT	VALUE	MEANING
37	.9	.	MISSING ON MEPRS/REQUEST
92	2.2	3	4A
1126	26.5	4	3B
1142	26.8	5	3A
1571	36.9	6	2
288	6.8	7	1
4256	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS THE SAME AS NRS '86 MCAT8OR.

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

CASHBON - CASH BONUS.

RAW DATA	
COLS	LENGTH
0345-0346	2

SAS DATASET POSITION
165

FREQ	PERCENT	VALUE	MEANING
3575	84.0	0	DID NOT RECEIVE CASH BONUS OR MEPRS/REQUEST FIELD BLANK
681	16.0	1	RECEIVED CASH BONUS
4256	100.0	TOTALS	

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

ACFKICK - ACF ELIGIBILITY.

RAW DATA

COLS	LENGTH
0347-0348	2

SAS DATASET POSITION
166

FREQ	PERCENT	VALUE	MEANING
2979	70.0	0	NOT ELIGIBLE FOR ACF OR MEPRS/REQUEST FIELD BLANK
1277	30.0	1	ELIGIBLE FOR ACF
4256	100.0	TOTALS	

APPENDIX C:  
1989 RECRUIT EXPERIENCE TRACKING SURVEY CODEBOOK

LINK      - LINK

RAW DATA

COLS	LENGTH
0349-0350	2

SAS DATASET POSITION
167

FREQ	PERCENT	VALUE	MEANING
2163	50.8	G	NO MATCH ON MEPRS/REQUEST
1001	23.5	0	LINKED
1092	25.7	1	NOT LINKED
4256	100.0	TOTALS	

# 1989 ARI RECRUIT EXPERIENCE TRACKING SURVEY



The U.S. Army Research Institute (ARI) is conducting a survey of soldiers. You have been selected to participate in this important effort. At the time you entered onto Active duty, you completed a survey at the reception battalion. Now that you have experienced Army life, we are asking you to answer some questions about it. Your answers will be seen by researchers only and will have no effect on you. This information will be used for research and analysis purposes only and will have no adverse effects on your Army career. Please read and follow the instructions carefully.

## NOTE:

Public Law 93-573, called the Privacy Act of 1974, requires that you be informed of the purpose and uses to be made of the information that is collected.

The Department of the Army may collect the information requested in the ARI Recruit Experience Tracking Survey under the authority of 10 United States Code Section 139.

Providing information in this questionnaire is voluntary. Failure to respond to any particular questions will not result in any penalty.

The information collected in the survey will be used to evaluate and improve military personnel, retention, and recruiting policies.

PLEASE TURN TO PAGE TWO AND  
READ THE INSTRUCTIONS CARE-  
FULLY BEFORE CONTINUING WITH  
THIS SURVEY QUESTIONNAIRE.

11606



DO NOT WRITE IN THIS SHADED AREA



## HOW TO FILL OUT THIS SURVEY

- Read the directions before you begin.
- Read each question carefully.
- Mark your answers directly on this form.
- Read and follow the marking directions on this page.
- Fill in the circle next to the answer(s) that best reflects your opinion. Some questions should only have one answer; others will direct you to mark all that apply.

### MARKING DIRECTIONS

- Use a number 2 pencil only.
- Make heavy black marks that fill the circle.
- If you change your mind, erase completely.

Right Mark



Wrong Marks



### HOW TO ANSWER THE QUESTIONS

There are several types of questions that will be asked in this survey.

Some questions ask you to mark **ONLY ONE** answer:

What branch of the military are you entering?  
(MARK ONLY ONE)

- ☒ ARMY
- ☐ AIR FORCE
- ☐ NAVY
- ☐ MARINES

Other questions ask you to mark **MORE THAN ONE** answer.

Which sports did you participate in while you were in high school?  
(MARK ALL THAT APPLY)

- ☐ Football
- ☐ Basketball
- ☐ Swimming
- ☒ Baseball
- ☐ Track
- ☒ Soccer

This is not a test, so take your time and select the answer or answers that fit you best.

**DO NOT WRITE IN THIS AREA**

1. Based on what you know now, how satisfied are you with ARMY life? Please use the scale below to answer this question. (Mark only one)

Very Satisfied Very Dissatisfied

① ————— ② ————— ③ ————— ④ ————— ⑤ ————— ⑥ ————— ⑦

2. How likely is it that after this enlistment you will:

	Definitely	Probably	Probably Not	Definitely Not	Don't Know
A. Leave the ARMY to find civilian employment.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B. Leave the ARMY to attend college .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C. Leave the ARMY for civilian vocational/technical education.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D. Reenlist, but probably not make the ARMY a career .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
E. Stay in the ARMY until I retire .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
F. Join an ARMY Reserve unit .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
G. Join an ARMY National Guard unit.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
H. Participate in an ARMY Reserve Officer's Training Corps program in college .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. What effect, if any, have your ARMY experiences had on the development of specific job knowledge, skills, and abilities that will help you obtain a civilian job? (Mark only one)

- ☐ Strong negative effect
- ☐ Negative effect
- ☐ No effect
- ☐ Positive effect
- ☐ Strong positive effect

4. If a good friend of yours asked your advice about seeing a military recruiter, would you say it was: (Mark only one)

- ☐ A good idea
- ☐ Up to him or her
- ☐ A waste of time

5. If you met someone who asked your advice about joining the ARMY, would you recommend he/she: (Mark only one)

- ☐ Enlist in the ARMY
- ☐ Enlist in another military service
- ☐ Not enlist in military service

6. Would you like to see your son or daughter, at some point, join the military? Answer even if you have no children or do not plan to have children.

A. Your son?

- ☐ Yes
- ☐ No

B. Your daughter?

- ☐ Yes
- ☐ No

7. Would you be interested in helping recruiters identify potential enlistees?  
(Mark only one)

- ☐ Definitely
- ☐ Probably
- ☐ Probably not
- ☐ Definitely not

8. Would you consider enlisting in a U.S. ARMY Reserve Unit for additional cash and/or educational benefits when you E.T.S.? (Mark only one)

- ☐ Definitely
- ☐ Probably
- ☐ Probably not
- ☐ Definitely not
- ☐ Don't know

9. What effect, if any, have your ARMY experiences had on the development of personal characteristics and attitudes that will help you obtain a civilian job? (Mark only one)

- ☐ Strong positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Strong negative effect

10. Would you provide your recruiter with leads of close friends or relatives who would benefit from the ARMY? (Mark only one)

- ☐ Yes
- ☐ Maybe
- ☐ No

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

**PLEASE  
DO NOT WRITE  
IN THIS SPACE**

**Continue with Question 12**

**- 6 -**

12. In thinking about your plans for the next three years, HOW IMPORTANT is it that you have the following opportunities?

	1	2	3	4	5
	Not At All Important			Very Important	
A. Having a wide variety of opportunities to find a job you can enjoy ..	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B. Having a physical challenge .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C. Having an experience you can be proud of .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D. Having a stepping stone between high school and college .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
E. Developing leadership skills .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
F. Working with the latest high-tech equipment .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
G. Helping your career development .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
H. Developing self confidence .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I. Developing your potential .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
J. Having a mental challenge .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
K. Becoming more mature and responsible .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
L. Training in useful skill areas .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
M. Working with highly-trained people .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
N. Earning money for college or vocational education .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. If you had it to do all over again, would you join the ARMY?  
(Mark only one)

- ☐ Definitely
- ☐ Probably
- ☐ Probably not
- ☐ Definitely not
- ☐ Don't know

14. How much have your ARMY experiences helped you to develop specific job knowledge, skills, and abilities that you feel might increase your value as an employee of a civilian company?  
(Mark only one)

- ☐ Very much
- ☐ Much
- ☐ Somewhat
- ☐ Very little
- ☐ Not at all

5. Indicate if the following statements are TRUE or FALSE for you:

True False

- |                       |                       |  |
|-----------------------|-----------------------|--|
| <input type="radio"/> | <input type="radio"/> | A. I completed AIT in the MOS for which I contracted.  |
| <input type="radio"/> | <input type="radio"/> | B. I did not complete AIT in the MOS for which I contracted, BECAUSE I failed the AIT requirements.  |
| <input type="radio"/> | <input type="radio"/> | C. I did not complete AIT in the MOS for which I contracted, BECAUSE I requested a change due to incomplete or false information provided by the ARMY before I signed my contract. |
| <input type="radio"/> | <input type="radio"/> | D. I did not complete AIT in the MOS for which I contracted, BECAUSE I requested a change due to new interests.  |
| <input type="radio"/> | <input type="radio"/> | E. I enlisted to get trained in job skills that are required for a specific civilian job.  |
| <input type="radio"/> | <input type="radio"/> | F. I got the job skills training that I expected when I enlisted.  |
| <input type="radio"/> | <input type="radio"/> | G. The ARMY trained me during AIT primarily on specific ARMY equipment or tasks, and I don't expect these skills to transfer to civilian jobs.                                     |
| <input type="radio"/> | <input type="radio"/> | H. My ARMY AIT prepared me to work with either ARMY or civilian equipment or tasks.  |
| <input type="radio"/> | <input type="radio"/> | I. The MOS for which I was trained in AIT involves the skills that I expected when I enlisted.   |
| <input type="radio"/> | <input type="radio"/> | J. The MOS for which I was trained in AIT involves the skills that I was promised when I enlisted.   |
| <input type="radio"/> | <input type="radio"/> | K. I gained useful job experience working in the MOS I went to AIT for.  |
| <input type="radio"/> | <input type="radio"/> | L. After completing AIT, my MOS was changed at my request.   |
| <input type="radio"/> | <input type="radio"/> | M. After completing AIT, my MOS was changed at the request of the ARMY.  |

6. My duty MOS is different from my primary MOS because: (Mark only one)

- ☐ Does not apply, my duty MOS is the same as my primary MOS.
- ☐ The ARMY assigned me to work in another MOS.
- ☐ I requested to work in a different MOS.
- ☐ Other

17. How much contact have you had with your Battalion Career Counselor about reenlistment? (Mark only one)

- ☐ I do not know what a Battalion Career Counselor is.
- ☐ None
- ☐ A little
- ☐ Frequent
- ☐ A great deal

18. If you wanted to change your MOS but discovered you could not, would you reenlist? (Mark only one)

- ☐ Definitely
- ☐ Probably
- ☐ Probably not
- ☐ Definitely not
- ☐ Don't know

19. How much have your ARMY experiences helped you to develop personal characteristics and attitudes that you feel might increase your value as an employee of a civilian company? (Mark only one)

- ☐ Not at all
- ☐ Very little
- ☐ Somewhat
- ☐ Much
- ☐ Very much

20. Did you attend Basic Skills Education Program (BSEP) classes at an Army Education Center?  
(Mark only one)

- ☐ No  
☐ Don't know  
☐ Yes



Go to question 22

21. How useful was what you learned during BSEP classes in:

Completely Useless  
Of Little Use  
Somewhat Useful  
Very Useful  
Extremely Useful

- |   |                       |                       |                       |                       |                       |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| A. Improving your basic skills.....               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| B. Adjusting to ARMY life .....                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| C. Making your ARMY training easier .....         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| D. Improving motivation to perform your job ..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| E. Improving your self confidence .....           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| F. Communicating with your superiors .....        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| G. Communicating with other soldiers .....        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| H. Deciding to reenlist .....                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

22. Indicate how much you AGREE or DISAGREE with the following statements. Select one response for each statement from the following scale:

Disagree Completely  
Disagree Somewhat  
Neither Agree nor Disagree  
Agree Somewhat  
Agree Completely

- |  |                       |                       |                       |                       |                       |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| A. The ARMY offers a wide variety of opportunities to find a job you can enjoy.....                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| B. The ARMY offers a physically challenging environment .....                                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| C. The ARMY offers an experience you can be proud of .....   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| D. The ARMY offers an advantage over going right from high school to college .....                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| E. The ARMY offers an opportunity to develop leadership skills .....                               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| F. The ARMY offers the chance to work with the latest high-tech equipment .....                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| G. The ARMY offers a great value in your civilian career development .....                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| H. The ARMY offers an opportunity to develop self confidence .....                                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I. The ARMY offers an opportunity to develop your potential .....                                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| J. The ARMY offers a mentally challenging experience .....   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| K. The ARMY offers an opportunity to become more mature and responsible .....                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| L. The ARMY offers many opportunities for training in useful skill areas.....                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| M. The ARMY offers many chances to work with highly-trained people .....                           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| N. The ARMY offers an excellent opportunity to obtain money for college or vocational school ..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| O. Army ROTC offers a guaranteed full-time job after college .....                                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| P. Army ROTC offers leadership and management training .....                                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Q. Army ROTC training will help me prepare for a civilian career .....                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| R. Army ROTC offers an opportunity to be part of an elite group of officers .....                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



23. Which of the following educational programs have you attended/taken while on active duty? (Mark all that apply)

☐ A. DOES NOT APPLY — I did not attend educational programs while on active duty



Go to question 24

- ☐ B. 4-Year college or university
- ☐ C. 2-Year junior college
- ☐ D. 2-Year community college
- ☐ E. College-level correspondence course
- ☐ F. High school equivalency course
- ☐ G. Vocational/technical or business school

24. How did you learn about Army ROTC opportunities while on active duty? (Mark all that apply)

☐ A. DOES NOT APPLY — I did not learn about Army ROTC opportunities



Go to question 25

- ☐ B. From advertisements
- ☐ C. From the Army Education Center
- ☐ D. From a member of my chain of command
- ☐ E. From an Army ROTC cadre member
- ☐ F. Other

25. Is the time it would take you to obtain a college degree while in the ARMY acceptable to you? (Mark only one)

- ☐ Yes
- ☐ No

26. How long would it take you to obtain a college degree while serving in the ARMY? (Mark only one)

- ☐ 4 years or less
- ☐ 5 years
- ☐ 6 years
- ☐ 7 years
- ☐ More than 7 years

27. If you left the ARMY today for a civilian job, how much do you think you could earn? (Mark only one)

- ☐ \$0 to \$14,999 yearly
- ☐ \$15,000 to \$18,999 yearly
- ☐ \$19,000 to \$22,999 yearly
- ☐ \$23,000 to \$26,999 yearly
- ☐ \$27,000 or more yearly

28. If you had to change your current MOS in order to reenlist, would you reenlist? (Mark only one)

- ☐ Definitely
- ☐ Probably
- ☐ Probably not
- ☐ Definitely not
- ☐ Don't know

29. Some of the accumulation of promotion points is linked to length of enlistment. How fair is this? (Mark only one)

- ☐ Very unfair  
☐ Somewhat unfair  
☐ Neither fair nor unfair  
☐ Somewhat fair  
☐ Very fair

30. The ARMY promotes only to the number of soldiers that are needed in each MOS. How fair do you think this part of the promotion system is? (Mark only one)

- ☐ Very unfair  
☐ Somewhat unfair  
☐ Neither fair nor unfair  
☐ Somewhat fair  
☐ Very fair

31. How likely is it that you would reenlist if the ARMY would guarantee each of the following: (Mark only one)

	Definitely	Probably	Probably Not	Definitely Not	Don't Know
A. An option to transfer your Army College Fund/New GI Bill (i.e., educational benefits) to a family member .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B. Time off during the week to attend college courses .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C. Receive a year off (without pay) to pursue a college degree while using your New GI Bill/Army College Funds .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D. Promotion to E-5 in 45 months .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
E. Cash bonus of \$4,000 .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
F. Cash bonus of \$8,000 .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
G. Cash bonus of \$12,000 .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
H. Cash bonus of \$16,000 .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I. Cash bonus of \$20,000 .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

32. The ARMY is exploring ways to make reenlistment more attractive. Would you prefer a cash bonus or the ARMY's guarantee of a promotion to E-5 in 45 months? For each bonus amount listed below, mark your preference either for the specified bonus amount or for a guaranteed promotion. (Select either A or B for each item)

If Bonus Amount is:	I Prefer a Bonus	I Prefer a Guaranteed Promotion
A. \$ 4,000	<input type="radio"/>	<input type="radio"/>
B. \$ 8,000	<input type="radio"/>	<input type="radio"/>
C. \$12,000	<input type="radio"/>	<input type="radio"/>
D. \$16,000	<input type="radio"/>	<input type="radio"/>
E. \$20,000	<input type="radio"/>	<input type="radio"/>

33. What do you think about the current promotion point allocation from each of the following sources? (Mark only one)

(Current Points)	Source	Way too Few Points Given	About Right	Way too Many Points Given
A. (200)	Commanders Recommendation .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B. (200)	Skill Qualification Test (SQT) .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C. (50)	Physical Fitness Test (PT) .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D. (50)	Weapons Qualification .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
E. (100)	Civilian Education .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
F. (50)	Awards .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
G. (150)	Military Education .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
H. (200)	Promotion Board .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34. In this section indicate how much you agree or disagree with the following list of statements. Darken in the circle that best represents your opinion for each statement.

Strongly Disagree \_\_\_\_\_  
 Disagree \_\_\_\_\_  
 Neither Agree nor Disagree \_\_\_\_\_  
 Agree \_\_\_\_\_  
 Strongly Agree \_\_\_\_\_

- A. Reenlistment advertising (e.g., radio spots, printed material, novelty items) really has no effect on my decision to reenlist ..... ☐ ☐ ☐ ☐ ☐
- B. A chain of command that cares about the individual soldier can influence my reenlistment decision positively ..... ☐ ☐ ☐ ☐ ☐
- C. The reenlistment advertising I have seen, heard, or read addresses the concerns that I have about continued service in the ARMY ..... ☐ ☐ ☐ ☐ ☐
- D. ARMY advertising makes me feel good about being in the ARMY ..... ☐ ☐ ☐ ☐ ☐
- E. It bothers me that ARMY advertising does not realistically portray life in the ARMY ..... ☐ ☐ ☐ ☐ ☐
- F. Obtaining a college degree is very important to me ..... ☐ ☐ ☐ ☐ ☐
- G. To be successful in the ARMY you need a college education ..... ☐ ☐ ☐ ☐ ☐
- H. I can get duty time off for college courses ..... ☐ ☐ ☐ ☐ ☐
- I. Field exercises and training do not interfere with my off-duty education ..... ☐ ☐ ☐ ☐ ☐
- J. Obtaining a college degree while in the ARMY is a very difficult thing to do ..... ☐ ☐ ☐ ☐ ☐
- K. I have had the opportunities to take some college courses while in the ARMY but have not done so ..... ☐ ☐ ☐ ☐ ☐
- L. Passing the Skill Qualification Test (SQT) should be a prerequisite of promotion ..... ☐ ☐ ☐ ☐ ☐
- M. Soldiers who have served longer in their MOS should be required to achieve higher scores to pass the SQT ..... ☐ ☐ ☐ ☐ ☐
- N. A passing SQT score should be required for reenlistment eligibility ..... ☐ ☐ ☐ ☐ ☐
- O. Promotion and reenlistment preference should be given to soldiers who achieve higher SQT scores ..... ☐ ☐ ☐ ☐ ☐
- P. A soldier who enlists for 3 years should have an opportunity for promotion to E-5 before his/her Expiration of Term of Service (ETS) date ..... ☐ ☐ ☐ ☐ ☐
- Q. The ARMY should have higher standards for reenlistment ..... ☐ ☐ ☐ ☐ ☐

### SURVEY COMPLETION

Congratulations! You have successfully completed this survey. Now ... To finish you need to:

Step 1. Put this booklet in the business reply envelope provided.

Step 2. Seal the envelope.

Step 3. Mail the envelope within 24 hours.

Thank you for your time and effort. We greatly appreciate your cooperation. You will be given an opportunity to receive a copy of the general results of this survey project at a later time.

IF YOU ARE RETURNING THIS SURVEY FROM AN APO, YOU MUST USE THE ON-BASE (MILITARY) POST OFFICE. THANK YOU.



APPENDIX E  
1989 ARI Recruit Experience Tracking Survey Letters



DEPARTMENT OF THE ARMY  
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL  
WASHINGTON, DC 20310-6300

REPLY TO  
ATTENTION OF

April 17, 1989

Dear Soldier:

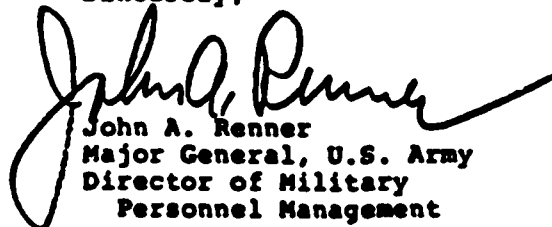
Because of the role the Army plays in our national defense, it is our desire to assist in every way to make service in the Army as meaningful as possible and your help is needed in achieving this goal.

The United States Army Research Institute has been directed to conduct a survey of how expectations of new soldiers toward the Army lead to career satisfaction. In particular, the survey is concerned with determining what effects your Army experiences may have had on your images, expectations, and future plans. Your selection as a participant began with the reception station survey you completed at the time you entered onto active duty and your continued participation will help make the Army more satisfying.

You will be contacted through a mail survey. To ensure confidentiality, your responses will be combined with others in the group surveyed and you will not be identified by name.

Thank you for your time and cooperation.

Sincerely,

  
John A. Renner  
Major General, U.S. Army  
Director of Military  
Personnel Management



REPLY TO  
ATTENTION OF

DEPARTMENT OF THE ARMY  
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL  
WASHINGTON, DC 20310-6300



April 26, 1989

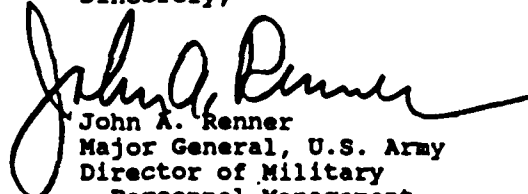
Dear Soldier:

Enclosed is a copy of the 1989 U.S. Army Research Institute's Recruit Experience Tracking Survey mentioned in a recent letter to you.

Please fill out this survey and return it in the enclosed business reply envelope.

Thank you for your cooperation and for taking the time to complete and return the survey.

Sincerely,

  
John A. Renner  
Major General, U.S. Army  
Director of Military  
Personnel Management

Enclosure



REPLY TO  
ATTENTION OF

DEPARTMENT OF THE ARMY  
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL  
WASHINGTON, DC 20310-6300

May 10, 1989

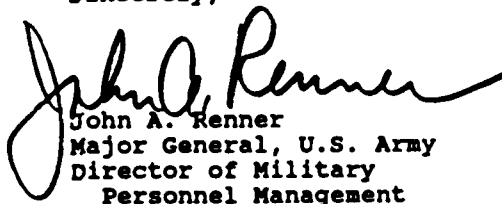


Dear Soldier:

During the last few weeks a questionnaire was sent to you asking for your views about various aspects of service in the Army.

If you have already completed and returned the survey questionnaire, please accept my sincere thanks. If not, please do so today.

Sincerely,

  
John A. Renner  
Major General, U.S. Army  
Director of Military  
Personnel Management



DEPARTMENT OF THE ARMY  
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL  
WASHINGTON, DC 20310-0300



REPLY TO  
ATTENTION OF

May 31, 1989

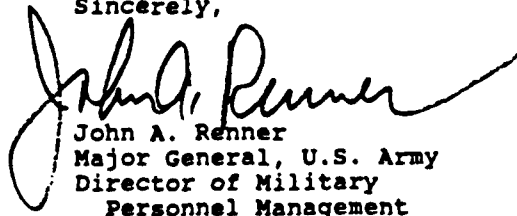
Dear Soldier:

During the last few weeks a questionnaire was sent to you asking for your views about various aspects of service in the Army.

If you have already completed and returned the survey questionnaire, please accept my sincere thanks. If not, please try to complete it today. Your individual participation is quite important to the accuracy of the study. We must receive a completed questionnaire for each and every person selected to participate in the project in order to get the best information possible.

In the event that your questionnaire has been misplaced, a replacement is enclosed. Please answer the questionnaire and return it today.

Sincerely,

  
John A. Renner  
Major General, U.S. Army  
Director of Military  
Personnel Management

Enclosure



REPLY TO  
ATTENTION OF

DEPARTMENT OF THE ARMY  
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL  
WASHINGTON, DC 20310-6300

August 15, 1989



Dear Soldier:

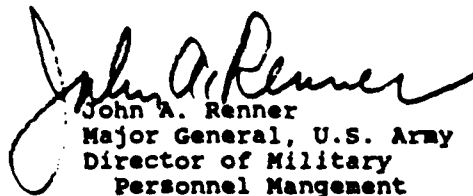
Thank you for participating in our recent survey. You have provided the Army with valuable information about your Army experiences and your efforts are sincerely appreciated.

For your interest, a summary of the major findings and conclusions may be obtained by writing to the following address:

Commander  
U.S. Army Research Institute  
ATTN: PERI-RG  
5001 Eisenhower Avenue  
Alexandria, VA 22333-5600

Again, thank you for your time and cooperation.

Sincerely,

  
John A. Renner  
Major General, U.S. Army  
Director of Military  
Personnel Management